labour gazette

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DOCUMENTS

Canada Department of Labour Publications

Annual Report of the Department of Labour (Covers fiscal year ending March 31). (English or French). Cat. No. L1-1968.

Report of the Industrial Inquiry Commission on Canadian National Railways "Run-Throughs." Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (English or French). Price $1.50, Cat. No. L35-965/1.

Economics and Research Branch

Labour Organizations in Canada (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications, and the geographic distribution of their local branches in Canada. (English or French). Price 75 cents, Cat. No. L2-2/1968.

Industrial and Geographic Distribution of Union Membership in Canada, 1967. (English or French). Price 15 cents, Cat. No. L31-767.

Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts show strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 50 cents, Cat. No. L2-1/*1967.*

Wage Rates, Salaries and Hours of Labour, 1967. An annual report published in loose-leaf form and followed later by a paperback volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance of service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. First-year service including attractive binder with index tabs and paperback volume, $10.00; service without indexed binder, $7.50; individual tables, 15 cents. Paperback volume, $3.00. (Bilingual). Cat. No. L2-549.

Working Conditions in Canadian Industry, 1967. (Bilingual). Price $2.00, Cat. No. L2-15/1967.

Répertoire de termes et expressions utilisés en relations industrielles et dans de domaines connexes. A catalogue, in French, of terms currently in use in the labour relations field. Prepared by the Economics and Research Branch. Price $4.50, Cat. No. L31-967F.

The Behaviour of Canadian Wages and Salaries in the Postwar Period. 1967. A graphic presentation. Price $1.50, Cat. No. L41-567.

Technological changes in the railway industry: Employment effects and adjustment process: CPR Angus Workshops, Montreal. 1967. Second in a series of three reports on technological change in the railway industry in Canada and the ways in which workers have adapted to change. Price $2.50, Cat. No. L41-667.

Payment Systems and their Development in the Railway Running Trades. 1968. By Maxwell Flood. Price $1.25, Cat. No. L41-768.

(Continued on inside back cover)

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r photograph

Canada Post Office is issuing 30 million
t stamps to commemorate the ILO's
Anniversary. Designed by Julien
rt, creator of the Expo 67 symbol,
reen and white stamp can be used
ally or horizontally. The design is
iptical globe with a collection of tools
ıstruments superimposed on it.

Photo Courtesy Canada Post Office

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Lippé appointed mediator in Quebec school dispute

Quebec's 70,000 teachers tried rotating strikes this year in an effort to solve an 18-month-long dispute with school boards and the provincial Government. The teachers stopped their strikes in February when Judge René Lippé was appointed mediator in the dispute.

Talks stopped December 18 when the Government refused to grant arbitration. The teachers later compromised and asked that a mediator be appointed. Although the teachers stopped their strikes, an injunction against strikes was issued in early March and later extended until March 17.

A basis for an agreement in Montreal between the Montreal Teachers' Association and the Protestant School Board was reached March 10. This could be a guideline for further settlements across the province.

Labour leader Randolph feted on 80th birthday

Famed labour leader and civil rights crusader A. Philip Randolph was feted at a special testimonial dinner that took place at the Waldorf Astoria Hotel in New York City on May 6.

The A. Philip Randolph 80th birthday committee was headed by Hon. Thurgood Marshall, Associate Justice, U.S. Supreme Court, and George Meany, AFL-CIO President. Sponsors of the birthday tribute included Governor Nelson Rockefeller, New York City Mayor John Lindsay, former President Lyndon B. Johnson and former Vice-President Hubert H. Humphrey. Among the honourary chairmen was the Reverend Ralph D. Abernathy, President of the Southern Christian Leadership Conference, successor to the late Dr. Martin Luther King.

Bayard Rustin, Executive Director of the A. Philip Randolph Institute, called Mr. Randolph "the foremost Negro labor leader in our history. He has never wavered in his commitment to integration through peaceful change and he has steadfastly fought against racism of any kind, against violence in any form, and against segregation for any reason." Goal of the birthday tribute was a fund of $250,000 to carry on Mr. Randolph's life work through the institute that bears his name.

Admit Caribbean workers for seasonal farm work

Seasonal workers from the Caribbean area will be admitted to Canada again this summer to assist Ontario farmers in the growing, harvesting, and canning of fruits and vegetables.

The program will be in operation from May 1 to October 31. The maximum period for which any one worker may be brought to Canada will be four months, and the minimum, six weeks. These are the same conditions as last year, as are also the requirements that the employer pays return fare, provides adequate accommodation, and pays the prevailing hourly or piece-work rate if higher than the $1.56 an hour minimum.

The decision to admit Caribbean workers again was made after consultation with provincial departments of agriculture at a recent meeting of the Canada Agricultural Manpower Committee. It is expected that there will be a need for about the same number of seasonal workers as last year. Last summer, 1,258 Caribbean workers came to Ontario under the program.

ATTENTION!

Owing to sudden illness among the staff of LA GAZETTE DU TRAVAIL, the account of the CNTU's Brief to the Government, originally destined for the April edition of the LABOUR GAZETTE has had to be rescheduled for the June issue. We sincerely regret this delay.

The Editor

Hydro workers agree on strike settlement

Agreement was reached March 10 tween Ontario Hydro and the 9,5 member Ontario Hydro Employ Union, ending a five-week-long rotat strike against the company. The tario Hydro employees followed example of Quebec Hydro workers, used rotating strikes in 1967 (L. G. 19 p. 564). The use of rotating strikes Quebec was the first use of such strike Canada.

The Ontario Hydro employees, m bers of CUPE, retained their cost living escalator clause in the settlem The direct wage cost alone over the t year agreement has been estimated Hydro at $20 million. The agreement result in higher rates to Hydro custom says George Gathercole, chairman of Ontario Hydro-Electric Power Com sion.

The agreement, with two modificati is based on the report of a concilia board delivered last December. The contract expired in April 1968.

The wage increase of 15.5 per cent the two-year contract running to Apr 1970, had not been in dispute during last weeks of the strike. The three issues were the cost-of-living clause, u demands for elimination of commu wage differentials, and the matter of a evaluation plan. The union won the of-living clause—a uniform rate across province will be established in two st in the contract to be negotiated next ye and Hydro won its point on the issu job evaluation.

Talks had broken off between the parties on February 4, but Ontario's mediator, W. H. Dickie, brought back together on February 17. strikes hampered but did not par power facilities, although Hydro forced to buy power from the U.S. Quebec at times during the strike. A point during the strike, 5,400 empl were off the job and 80 per cent of Hy generating capacity was struck.

Ontario Hydro estimates that the in wages was more than $1.3 million the Commission spent more than $50 to buy power and paid a substa amount of overtime for superv personnel who manned generating p during the strikes.

50 Years Ago

In the Labour Gazette May 1919

There was deep-seated unrest in Britain, a plea for more protection for workers' eyes, the appointment of the first Quebec Deputy Minister of Labour, and a report that handicapped men received more pay than the able-bodied.

Britain's trade unions were spotlighting "the most widespread and deep-ated unrest that has ever been known in e country," said the LABOUR GAZETTE May 1919. The unions attributed this rest to many things, among them, the k of any comprehensive policy on the rt of the Government or the employers drastically change industrial conditions; desire on the part of workers to have me control over industry and share in e profits; the high price of consumer ods; the universal opinion among the rking classes that profiteering had ken place during the war on an unecedented scale, an impression deeped by the Government's sale of national ips, shipyards and factories; the lack of ermanent scheme to prevent unemployent and to take care of the unemployed; e sudden cut in earnings after the end the war; demands for shorter working urs and better housing accommodan; failure to provide for full recognition unions; and under-representation of our in the House of Commons that uld provide an opportunity for a nstitutional airing of economic grievces.

In January 1919, the United States epartment of Labor sent six prominent nployers to England to investigate our conditions and to report on the cts as they found them. Their report ated that although causes for the unrest re "popularly ascribed to the strain of ur terrible years of war that brought out intense labour and excessively long urs," this was only incidental to a uggle for better conditions generally r the working man.

One commissioner believed that the rth of entertainment, housing, sanitan and the continuation of some war strictions depriving the working classes many comforts such as light and rtain kinds of food, had had a more mediate depressing effect than some of e more serious fundamental causes. One ndamental cause universally voiced by e workmen was that the worker should ceive his proper share of the combined oducts of capital and labour.

The Commission was impressed by the cerity of the workers. "One cannot en to their grievances and hear the ries of their troubles as voiced by the re intelligent workmen, who are of a y superior type, without being imssed with their sincerity," the report ted. "Periods of unemployment fre ently place them in debt, from which requires years of strenuous effort and self-denial to recover. Many find themselves unable to obtain employment during their later years, after a lifetime of constant industry; their wages afford slight means for recreation."

Most workers believed that they did not benefit in a fair measure from inventions and improved methods, and that these should be shared equally by all members of society. The radicals contended that society under the competitive system included many wealthy idlers and a vast system of middlemen who stood between the producer, who was also in a large measure the consumer, and a just share of what he had produced.

And although Britain's trade unionists, representing 700,000 workers, agreed that something should be done about the unemployed, they were not in favour of compulsory unemployment insurance. At a special meeting in London, they turned it down for the third time since December 1916.

In a lecture given by the chief safety engineer of the New York State Insurance Fund before the Third Industrial Safety Congress, employers were urged to take precautions to protect the eyes of their employees. It was estimated that about 15,000 sightless persons in the United States were blinded by industrial accidents. The engineer said that it had been demonstrated in recent years that most of the accidents could have been prevented by wearing proper protection over the eyes or face, and suggested the use of rubber, leather, metal or heavy glass screens and the use of coloured lenses where workers were exposed to the ultraviolet light rays and infra-red heat rays.

At a labour union congress in Melbourne, Australia, the unions agreed to unite in one large organization although a powerful minority was opposed to it. It was proposed to place the power of organizing national strikes on the basis of a small national committee or grand council that would be linked up to every trade union in Australia by a chain of delegations and conferences. The constitution, however, was not to come into effect until it had been confirmed by a referendum taken in each state.

The first Deputy Minister of Labour for the province of Quebec was Louis Guyon of Montreal, formerly chief inspector of industrial establishments. The position of deputy minister had been created by a law passed at a then recent session of the provincial legislature.

Women streetcar conductors in Halifax lost their jobs to returning servicemen, but women were needed in laundries, dyeing and cleaning plants and clothing stores. And broom and brush factories down east were actively recruiting girl apprentices.

Handicapped men received 24 per cent more weekly pay than the average wage earner in all industrial classes, reported the Massachusetts Industrial Accidents Board. The average general wage was $17.50, whereas the handicapped worker received an average of $21.80. The Board concluded that the handicapped man was usually steadier on the job, kept better off-duty hours, indulged in practically no dissipation, read more, and, lacking other diversions, gave more thought to his employer's business. In other words, the report said, he used his brain more than his body.

In Place of Strife: A Policy for Industrial Relations

Barbara Castle's White Paper was presented to the British Parliament in January.

"OUR present system of industrial relations has substantial achievements to its credit, but it also has serious defects," says Britain's Barbara Castle, Secretary of State for Employment and Productivity. "It has failed to prevent injustice, disruption of work and inefficient use of manpower. It perpetuates the existence of groups of employees who, as the result of the weakness of their bargaining position, fall behind in the struggle to obtain their full share of the benefits of an advanced industrial economy. In other cases, management and employees are able unfairly to exploit the consumer and endanger economic prosperity. It has produced a growing number of lightning strikes and contributed little to increasing efficiency. There are still areas of industry without any machinery for collective bargaining at all. Radical changes are needed in our system of industrial relations to meet the needs of a period of rapid technical and industrial change."

The "radical" changes were cited in Mrs. Castle's White Paper, *In Place Of Strife: A Policy for Industrial Relations*, which was presented to Parliament in January.

The Paper proposes a commission on industrial relations that would be placed on a statutory basis and empowered to look into recognition disputes, and to arrange a secret ballot if it thinks this desirable. If the commission recommends that an employer recognize a union and this is not done, the Secretary of State would then order the employer to comply or the union would have the right to take the employer to arbitration at the Industrial Court. And if the employer recognizes the union but refuses to bargain genuinely with it, the union would be allowed to take the employer to court for this as well. Questions of conflict for recognition between rival unions presents difficulties also, it said. The Secretary of State would be empowered to make an order excluding one or more unions from recognition, with penalties for breach of the order by either the employer or a union. The commission on industrial relations would be empowered also to make grants and loans for trade union development.

The Paper states that there is a need for new legal definitions of "trade union" and "employers' association." It would modify the Trade Union Act of 1871 to facilitate the enforcement of agreements between trade unions and employers associations, and to provide that agreements should only be legally binding if they include a written provision to that effect. It would make any necessary amendment also to the definition of a trade dispute and would extend the jurisdiction of industrial tribunals to cover legal labour disputes present dealt with in the ordinary cou

Legislation would be introduced t would require trade unions and employ associations to register and to have cert rules. Trade unions would be given right to receive information from e ployers, subject to safeguards for c fidential commercial information, a facilitate the appointment of worker presentatives to boards of undertakin The Paper would also attempt to ens that no employer have the right to prev or obstruct an employee from belong to a trade union, and it would estab an industrial board to hear certain ty of complaints against employers, tr unions and individual employees.

The Contracts of Employment Act Act that stipulates minimum periods notice before dismissal, and requires employer to give an employee a writ statement concerning his contract) wo be amended and the Paper would int duce legislative safeguards against un dismissal.

It suggests the creation of a new Regis of Trade Unions and Employers sociations, the post to be combined the present with that of Registrar Friendly Societies. It suggests also Friendly Societies be stopped from ha rules barring trade unionists from m bership.

Mrs. Castle's White Paper would req all but the smallest unions to have fessional auditors, and to make new visions regarding superannuation fu for members. It would amend the relating to wages councils and the Te and Conditions of Employment Act 1959. It would allow also a union to sued in tort except in a trade dispute.

The Paper would require employer register certain collective agreements arrangements with the Department Employment Productivity, empower Secretary of State to require a ballot w an official strike is threatened, and req those involved to desist for up to 28 d from a strike or lockout that is unconst tional, or when adequate joint discuss have not taken place, and to require employer to observe specified terms conditions. But it would protect worker's right to break a contract strike as a means of bringing indi pressure on an employer during a disp

The proposals are justified, first, on grounds that they will help to contain destructive expression of industrial con and to encourage a more equita ordered and efficient system, and secc that they are based on the belief that efforts of employers, unions and emplo to reform collective bargaining need active support and intervention of Gov ment.

The Task Force Report

Canadian Industrial Relations

The Prime Minister's Task Force on Labour Relations spent two years in studying and making recommendations on the public interest in industrial relations. Its report, summarized here, is the task force's contribution to the review the federal Government is making of Canadian labour policies.

IN THE Canadian setting, industrial relations is based upon principles drawn from Canada's heritage of values of the liberal democratic traditions of western society. The Prime Minister's Task Force on Labour Relations, which spent two years examining industrial relations in Canada and making recommendations to the federal Government on public policy in labour legislation, describes in its 300-page report, *Canadian Industrial Relations*, the evolution of fundamental human rights or "natural rights" from these values. The report summarizes these as: political rights of freedom of speech, religion, association and assembly; the egalitarian right of freedom from discrimination on the basis of race, national origin, colour, religion and sex; the economic right to a decent standard of life; and, for Canada at least, the linguistic right to the use of the mother tongues of French and English.

In their analysis of industrial relations, the task force, headed by Dean H. D. Woods of McGill University, Montreal, emphasizes the legal environment, the parties of interest, collective bargaining and the results of the industrial relations system. The other members of the task force were: Dean A. W. R. Carrothers, University of Western Ontario, London, Ont.; Abbé Gérard Dion, Laval University, Quebec; and Prof. J. H. G. Crispo, Centre for Industrial Relations, University of Toronto, Toronto. The task force was appointed by Prime Minister Pearson in the wake of the railway strike of August-September 1966 to "look into this whole question of labour disputes, and the procedures and provisions of current laws that we have to deal with them . . ." Its report was tabled in the Commons by Prime Minister Trudeau on March 26.

Why has the public apparently lost faith in the prevailing collective bargaining process? the task force asks. The rash of strikes that have caught the headlines in recent years provides much of the explanation. In many of these disputes, the protagonists seem to suffer less than the public

Worse still, there is apprehension that the parties are using the public as their whipping boy while they work out their differences.

Despite its faults and shortcomings, the system has so far provided a greater opportunity for individual and social fulfilment and achievement than any viable alternative. It is in the light of these principles that the task force has conducted its work, and stresses in its report the need for preserving inherent individual rights in the public interest. It is within this context that the task force analyzes the roles of various employer and employee organizations, government and the public interest as participants in the collective bargaining system. "There is no single public interest with respect to collective bargaining," the task force notes, "but rather a series of competing public interests. There is a public interest for instance, in the preservation of the right to associate and to act collectively. Against this must be weighed the public interest in the continuation of essential services in the face of a labour-management impasse."

The benefits of collective bargaining should be made available to as many groups as possible on an equal basis.

The task force's critique of the present collective bargaining system in Canada provides much of the base for the recommendations they make in their report.

An obvious feature of the collective bargaining system is its limited coverage of the labour force, which embraces less than one half of the paid non-agricultural workers. There are a number of exemptions in various pieces of legislation to restrict the rights of workers to organize and to act collectively, such as police and teachers and other public servants. They are not usually denied legislative support if they choose to bargain collectively, although they are subject to a different set of rules. This disparity leads to a more fragmented approach to industrial relations than is either necessary or desirable. In the case of professional workers in law and medicine, the danger in these instances is to the public, because these groups are seldom subject to the same series of checks and balances as unions operating under the labour relations acts.

If collective bargaining is to be supported by public policy, its benefits should be made available to as many groups as possible on an equal basis, including those workers who have no recourse to protect their interests— "dependent contractors," or employees in a so-called managerial capacity.

The task force notes the use of mediation as a preliminary step in the handling of such cases to protect their rights. Another provision in the federal legislation directed at the protection of workers in the exercise of their rights is the prohibition against the certification of employer-sponsored or "company" unions.

Union rights for certification are a challenge to overcome limiting factors and to find formulas that best reflect the wishes of the employees. The certification boards must determine a formula for deciding how the vote is to be handled in the case of two bargaining agents applying for certification in respect of the same bargaining unit, and at the same time must interfere as little as possible with the outcome of collective bargaining.

The task force draws the distinction between commitment to and acceptance of collective bargaining in principle, and commitment to and acceptance of existing frameworks of rules and regulations as laid down by legislation, judicial interpretation and administrative application. They are convinced that management groups have deeply held views that reflect a realization on management's part that modern-day capitalism could not survive without free collective bargaining and an independent trade union movement. What applies to these central organizations, however, does not necessarily apply to all their affiliated enteprises, let alone to non-member firms and individual employers. Among unions, acceptance of the collective bargaining process is almost universal; some see it simply as a means for workers to secure a greater share of the fruits of economic progress, and others are using it as an instrument for bringing about gradual changes in the enterprise system and, indirectly, f modifying the existing order and pavi the way for a new one.

When it comes to existing rights a responsibilities of the parties, ma employers appear to feel that they a today no match for most unions and th lack of enforcement of law aggrava what would be an imbalance against th own and the public interest. Organiz labour criticizes: the purported ineff tiveness of bans against discriminato treatment for engaging in union activit delays in existing certification, conciliati and arbitration procedures; the tenden toward more final and binding state int vention in contract disputes; and t resort by employers to injunctive relief.

There is a growing disen chantment with and alien tion from the roles that i dividuals have traditiona played to earn their live hoods.

Collective bargaining cannot be pected to accommodate all employ employee problems equally well. Reas and experience show that its effectiven in relation to different issues varies wide Just as the limited coverage of collect bargaining requires that other devices instituted to govern relations betw those not covered by the process, so a does its limited scope suggest the sa need in relation to issues where it can completely handle the basic problem.

A principal objective of the collect bargaining system is to provide work with a means of participating, eit directly or through their chosen rep sentatives, in the determination of th terms and conditions of employme The collective bargaining process beco a means of legitimizing and making m acceptable the superior-subordinate ne inherent in the employer-employee re tionship. Accordingly, the actual imp of collective bargaining on the well-be

Social Change and Collective Bargaining

Any lasting institution in society is designed to accommodate change, the task force notes, and it is confident that collective bargaining can adjust and survive. In a brief essay in the report, excerpts from which appear below, the task force discusses the position of collective bargaining in an environment of change.

Collective bargaining must be judged by its function. It is a form of strategy in a mixed economy for the protection of the interests of labour. As such, it is a means to an end, not an end in itself. If the system of collective bargaining should be weighed and found wanting because of limitations inherent in the system or because of defects that have too long gone uncorrected, society may reject the system as unsuitable for its purpose.

In the normal course of social and economic growth in North America, change is pervasive and the rate of change is accelerating. The collective bargaining system, if it is to survive, must change to reflect the nature and functioning of the employer and the environment. If collective bargaining is to prevail as a significant instrument in the industrial relations system in this evolving environment, the system may have to become one of the mechanisms in the managerial decision-making process. It may even become a party to the decision itself. As collective bargaining changed, so must trade unionism.

* * *

A major force behind the drive for acceleration in change is the rising expectation about what society can and should do. These expectations relate not only to material demands, but also, and perhaps more forcefully, to demands for correcting social and economic injustices. A change in the concepts of fundamental values may cause society to reject collective bargaining as an anachronism. The values which it now seeks to protect may be forefeited or may be pursued by other means. As trade unionism is an instrument of social transformation as well as an agent of collective bargaining, the threat to it may not be as great; yet part of it may fail with collective bargaining.

The industrial political economy has produced in North America the highest standard of living and the highest level of mass education in the world. At the same time, the pluralist society has tended to become rigid in its tolerance of individualism and the centres of interest which compose that society, and finds it more difficult to respond to demands of the general interest that are not advanced or supported by the proponents of special interests. These characteristics and attitudes in a changing society are calculated to induce social unrest. The result is social turbulence new to democratic government, economic affluence, knowledge and, if not peace, at least the absence of global war.

* * *

One of the characteristics of contemporary social discord, be it cause or by-product, is a growing impatience with and contempt for the rule of law, and an increasing dismissal of the relevance of the tradition of freedom under the law. The concept that government is subordinate to the governed, that authority takes its legitimacy from the will of the people and can lose it by the will of the people, provides philosophical justification for revolt against a form of authority that fails in its purpose as a means to the attainment of fundamental human rights. It is not the absence of human rights that appears to lie at the root of current unrest, but disparity in their availability and a sense of frustration that the social, economic and political institutions of society are not pressing effectively for the removal of the disparities.

Society at large is slow to change; it seems to need plateaus of predictability to regroup and generate energy and ideas before the next surge in its upward drive for freedom from imperfections in human existence. On these plateaus, the *status quo* offers a strong appeal of stability. Yet the *status quo* stands on one side of a widening gap in ideas and values. Opposite is an *élan* for change. Revolutions in history have been creatures of their environment. This limitation is unaccepted today; elements in society are prepared to create the environment.

Yet in the struggle between authoritarian power and freedom under the law, the rule of law has much on its side. The issue is not whether society will have rule of law, but what kind of law it will have. The ideal of freedom under the law is a fundamental heritage of western society. But freedoms are not absolute; they cannot be and co-exist. Confrontations in myriad forms and degrees are inevitable; social change will occur. The manner and nature of change may determine if collective bargaining will survive as an instrument for the pursuit of dynamic social and economic justice.

workers may not be as important as its ential impact.

Workers appear to be becoming dishanted with the alienation and subination of individuals with the inasing complexity of the social structure. ions do not seem to have recognized magnitude of the problem. The ective bargaining process may be npounding the situation by subjecting kers to a new but equally frustrating e of subordination. While improving the workers' status vis-à-vis his employer, collective bargaining has trapped him in a collective set of rules and regulations that can contain him even more.

The fact that worker dissatisfaction sometimes runs as deeply against the union and collective bargaining as against management is reflected in the rebellion of union members against their leaders. The task force sees signs of this in the cases in which workers have refused to ratify agreements, the spate of wildcat strikes, and changes of union allegiance.

Fundamentally, union membership restiveness may be nothing more than another characteristic of troubled times, the task force surmises. It may be that workers expect their unions to win them "middle-class" purchasing power as the expectations in society rise. Fear of displacement or adjustment due to technological and other change can also be an upsetting factor. Fear breeds suspicion, and suspicion makes workers susceptible

to rumours. When jobs are plentiful and workers can readily secure employment elsewhere, they have much to gain and little to risk by conducting strikes.

A delicate balance between membership rights and union responsibilities is needed. Given the potential power that unions can exercise over present and prospective members, one would expect that steps would have been taken to prevent abuse. In fact, little has been done except for the occasional ad hoc measure introduced in the face of glaring abuses, such as in the case of the Board of Trustees of the Maritime Transportation Unions (L. G. 1963, p. 1090).

Several basic rights deserve attention: the access to union membership: equitable treatment in the distribution of available work where a closed shop is operated in conjunction with a hiring hall; worker's civil rights as a union member, such as fair trial and an appeal to a tribunal free from predisposition, should he be brought under charge within the union; support of the political party of one's choice where a union has a compulsory checkoff fee of which part is contributed to political parties; and the right of an individual member to the grievance procedures and arbitration.

Since many of these problems result from deficiencies in the structure of the labour movement, unions could do much to forestall further government intervention in these areas. Structural reforms in the labour movement would serve many other purposes as well. The number of unions now in existence could be reduced in order to permit a smaller number of consolidated unions to hire more qualified staffs to assist in bargaining. The Canadian Labour Congress has taken a number of steps to improve its effectiveness and to induce its affiliates to realign themselves on a basis more in keeping with present needs.

For most individual international unions, four important criteria can be stated as guidelines to judge whether full opportunity is being accorded the Canadian membership to handle its own problems:

- a central Canadian office authorized to speak for the union in this country;
- top Canadian officers elected by Canadian membership;
- a Canadian policy conference empowered to deal effectively with the union's affairs in this country; and
- a competent staff available to serve the special needs of Canadian members.

A structural problem is posed in the case of unions that cannot meet these criteria because the size of their Canadian membership makes it uneconomical to do so. The sensible answer would be to merge two or more such groups or to have them absorbed by larger organizations. The CLC could spur the remaining unions through the "code of efficiency" it has to prepare as a result of one of the recommendations of its structure commission adopted at its 1968 convention (L. G., July 1968, p. 376).

Management thinking about industrial relations has changed greatly since unions first emerged.

The task force describes briefly the relationships between management and unions in the collective bargaining environment. Some employers have found unions to be of great administrative assistance, while others have resisted or opposed any sign of union organization. Management thinking about industrial relations has changed greatly since unions first emerged, when resistance was fairly general. Today employers are more prone to engage in defensive endurance or peaceful competition. Employers can select policies that are either compatible or incompatible with a workable union-management relationship. In the one case, they can expect trouble. In the other, there is no guarantee of harmonious relations, but that at least remains a fair possibility.

Unions and collective bargaining tend to contribute to the division of the labour market into non-competing groups, thereby reducing its efficiency as an allocator of labour. Collective bargaining may, however, serve to improve the operation of the labour market within the scope of a particular enterprise by negotiating a plant—or company-wide—job—posting system.

The challenge as the task force sees it is to try to retain the beneficial effects of collective bargaining on the labour market while attempting to minimize the harmful features.

Turning to the problems associated with industrial conversion, the task force notes that change is essential to society and to individual enterprises, but that it is not without cost to those caught in its path. There is no evidence to suggest that change in general produces a net reduction in employment; but it is the cause of worker displacement and on-the-job disruption. The labour movement has met with varying degrees of success in attempting to use collective bargaining to minimize these problems, and has won some procedural and substantive concessions in other areas. A combination of public and private policies is need to provide a framework for dealing w change, and these should be flexi enough to take care of the individ problems that arise, and efficient enou to ensure that the benefits of change not consumed in the effort to cope w the adjustments.

Collective bargaining is an adversa system from which conflicts such as wa versus productivity arise. For the m part, Canada has deliberately opted fo system in which disputes over th matters may periodically be put to a t of economic strength in the form of strike or lockout. Although this syst may seem costly, it may well be m healthy and less expensive in resolvi labour-management disputes than a other method. The strike or lockout th may serve either as a catalyst or as catharsis by allowing the parties to off steam.

The fact that conflict plays an essent role in the industrial relations syst does not preclude other means of resolvi labour-management differences. Th might include compulsory arbitration more sophisticated personnel practic consultation or participation or gove ment intervention. In the past the tra tional two-stage procedure involving government conciliation officer and tripartite conciliation board had beco so accepted in many cases that the part had built it into their tactics. The resulti decline in the effectiveness of the proc led to the introduction, in all but t federal jurisdiction, of more discreti in the setting up of boards. This discreti has contributed to more effectiveness both the officer and board levels beca the parties can no longer assume th the officer's service will be followed a board.

Although strikes and loc outs may seem costly, it m well be more healthy and le expensive in resolving labou management disputes th any other method.

Lost time due to work stoppages Canada has been on the upswing in rec years. Nevertheless, the country has to duplicate the 1946 record when sligh more than 0.5 per cent of all time work was lost because of strikes and lockou Although this does not reduce t significance of recent time loss because industrial conflict, it helps to put the r

loss in perspective. It is also worth ing that production lost because of k stoppages does not approach that sed by unemployment or sickness. nflict sometimes occurs in industries re there is no opportunity to make for lost time and indirect effects can serious. Nor can it be denied that pages in other industries are oconally so prolonged that costs can er be recovered.

Whatever the source of growing public cern, it poses a serious challenge to present concept of collective bargainand all that is dependent on it. The force stresses the essential role of work stoppage in the collective gaining system, and noted that if the em is worth preserving, the right to ke and lock out cannot be sacrificed. it is threatened by a public opinion must show more understanding if sistible pressures are not to place the ble process in jeopardy. The task force rs a partial answer, suggesting that solution may lie in a better-informed lic; but it noted that this will not come ly, nor will it by itself suffice.

here the task force recomends more public participan in the industrial relations stem, its objective is to ilitate more constructive ations between labour and anagement and to protect e public interest.

n making its recommendations, the force continues to endorse the present ustrial relations system in Canada, not because of its virtues, but also bese it sees no alternative compatible n the heritage of western values and stitutions. The recommendations inded in the report offer a host of suggests to improve the system, ranging from creation of a three-man public inst disputes commission to the gran of broad new powers to the Canada bour Relations Board (see also L. G., ril, p. 213).

in order to encourage and ensure ognition of the social purpose of colve bargaining legislation as an insment for the advance of fundamental doms in society, the legislation should ain a preamble that would replace the ral tone of the present statute with a tive commitment to the system;

exclusions of persons from collective bargaining should be held to a minimum;

• where licensing is required to gain access to a particular trade, occupation or industry, it should be performed by some body other than a union, such as a tribunal in which there is public participation and right of appeal;

• to reduce the incidence of industrial conflict, the task force makes recommendations concerning the role of conciliation and mediation;

• Government should adopt a policy of pulling back on state-imposed intervention in the ordinary case and encourage voluntary schemes, with a reserve power in case the public interest in threatened;

• the services of a conciliation officer should be imposed on the parties before they are permitted to engage in direct action in the form of a strike or lockout;

(The acceptance of collective bargaining carries with it a recognition of the right to invoke the economic sanction of the strike and the lockout, the task force points out. The employer's power reciprocal to the strike is his ability to continue his operations, rather than the lockout, and the traditional medium of persuasion invoked by organized labour is the picket line.)

• certain limits to the use of strikes and lockouts should be made to the period following termination of the collective agreement or to the case of disputes over permanent displacements resulting from industrial conversion during negotiations.

• the absolute ban on work stoppages during the term of a collective agreement should be partially lifted in the case of disputes related to permanent displacements resulting from industrial conversion occurring during the life of the agreement;

• management should be protected in its freedom to make changes that in themselves are not a violation of a collective agreement;

• workers should be protected by an expanded arsenal of public and private programs designed to facilitate their movement among jobs and locations without undue cost to themselves;

• to regulate picketing, conduct related to the "why," "where" and "when" of picketing should be codified in law, and adjudication under the code should be assigned to a reconstituted labour relations board with a remedy to replace the equity injunction now available in the courts;

• the "how" of picketing should remain in the common and civil law and in the law courts;

• primary picketing should be permitted at the location of the dispute and it should not be unlawful for employees to refuse to cross such a primary picket line;

• secondary picketing should be permitted to direct the union's message to consumers as distinct from employees so long as it does not cause a work stoppage;

(In considering union rights and responsibilities, the task force notes that the Industrial Relations and Disputes Investigation Act now permits the Canada Labour Relations Board to review its own decisions in determining a bargaining unit and to change them. This operation should be extended to give parties of interest the right to petition the board to reconsider an existing unit in the interests of industrial relations. The task force favours accessibility to wider bargaining units. But it supports present laws and regulations controlling the "open season" for changing union affiliations.)

• in the matter of initial certifications, where a union can demonstrate 65 per cent membership, it should be entitled to a certification without a vote; anything below that figure but above 35 per cent should entitle the applicant to a vote;

• where at least 50 per cent of the employees voting, as distinct from 50 per cent of employees eligible to vote, vote in favour of a union, it should be entitled to a certificate;

• the successor rights of the employer or union, including application for certification, certificate and collective agreement, should continue to bind the employer and union where a mere name-change is involved;

• the successor rights should follow the business where there is a business succession but should not follow a sale of assets as distinct from the sale of a business;

(The task force rejects direct control over all forms of incomes and costs, including wages and prices. It instead suggests a strategy that focuses on the environment within which private decision-making takes place. Guideposts are likely to have adverse effects on the negotiation strategies of the parties.)

• an incomes and costs research board, which would be an educational and advisory body, should be created;

• a minimum wage policy should be adopted in order to contribute to the establishment of a uniform living wage across the country;

• this should incorporate an automatic adjustment factor to ensure regular revisions to the minimum wage to keep it in line with changes in the cost of living;

(The task force proposes some changes for improving the Government's effectiveness as a participant in the industrial relations system as determiner of the legal framework within which collective bargaining takes place, as intervener in labour disputes, and as determiner of labour standards.)

• in interunion rivalries, government regulation must support self-policing action within the labour movement;

• in the first instance, parties to jurisdictional disputes should be at liberty to

work out their own procedures for settlement without injury to others;

- in the second instance, any interested party should be at liberty to ask the Labour Relations Board to prescribe and administer procedures and to impose them where voluntary ones break down;
- the Department of Labour should strengthen its work in the fields of research, education and information;
- the Department should continue to strive for more common statutory provisions in Canada's entire industrial relations field;
- both levels of government should try to find ways in which Canada can participate more meaningfully in the development of International Labour Conventions and more readily become a signatory to them; and
- if the Government decides on organization of its various activit related to human welfare, the Depa ments of Labour, Manpower a Immigration, and Health and Welf should be grouped into a single depa ment called the department of soc services, or should at least make grea use of interdepartmental co-ordinati committees.

Inflation and Collective Bargaining

The task force report examines the relationship between collective bargaining and many of Canada's other socio-economic-political goals, policies and instruments. Central to this appraisal is the problem of reconciling collective bargaining with various ends and means which themselves are often in competition with one another. The task force is particularly concerned with the impact of collective bargaining on the trade-off between full employment and stable prices. And in its report, it analyses the possible causes of and remedies for inflation, with special reference to the role of collective bargaining.

To the extent that demand pressures are the underlying cause of a period of inflation, collective bargaining tends only to serve as one of many possible mechanisms through which inflationary forces are transmitted. In such a situation, collective bargaining may help to retard the rate of inflation through long-term agreements that temporarily hold wages below the level to which the forces of the market could drive them.

According to the cost-push theory of inflation, collective bargaining is one of many institutions which can exercise independent upward pressure on incomes, costs and prices. At the micro level, it is difficult to refute the fact that there are situations where wages are driven up by individual unions beyond the rate which the existing constellation of market forces would have produced. Where this happens, however, it usually indicates that the employers affected either have some discretionary power in their product market, which they are able to exploit to the mutual advantage of themselves and their workers, or that they are confident of sufficient monetary expansion to take up any slack. In the absence of such market imperfections or demand expectations, the scope for independent union cost pressure would be considerably lessened. The existence of market imperfections allows those sharing the results of discretionary market power to appropriate to themselves most of the productivity gains that accrue in their particular sectors of the economy.

At the macro or total economy level, it is more difficult to document the existence of cost-push pressure emanating from collective bargaining independent of any cumulative effect it may have at the micro level. Such pressure is indicated but not proved by the observance of substantial though lower wage settlements when cyclical economic indicators, such as the unemployment rate, show an absence of demand pressure. This was documented, though not fully explained, by the Economic Council of Canada in its cyclical analysis of the problem. Barring a more definitive answer, one cannot dismiss the possibility that collective bargaining has cost effects at the macro as well as the micro level. Indeed, depending on how extensively unions push up wages at the micro level, there will be some macro impact because, to a significant extent, it is the aggregation of a series of micro effects.

Another indicator of the potential impact of collective bargaining on inflation is to be found in the part which it plays in the demand-shift or structural model of the inflationary process. This theory draws heavily on the constantly changing composition of demand. As a result of older parts of the economy reviving, or new ones opening up, there are periodic sectoral booms which produce bottlenecks and excessive demand pressure. Like other institutions which find themselves in such a setting, unions can take full advantage of the opportunity to negotiate exceptionally large settlements. These in turn often serve as targets for unions in less buoyant parts of the economy which demand and sometimes win greater advances than would otherwise have been possible. Even stagnant or declining sectors of the economy can be confronted with settlements that would not take place in a competitive model. The result is a downward-rigid and upward-flexible wage structure that can adjust only to shifting labour force requirements by a ratcheting-up of wages.

As a cause of inflation, collective bargaining is only one of many institutional pressures that make it more difficult to maintain reasonable price stability while ensuring a high level of employment. In the short run at least, these pressures would operate to inhibit the normal checks and balances of the market place from functioning as effectively as they might. The results of such pressures could be undone by sufficient slackening of aggregate demand, but this would only work if the whole problem could be construed solely as a demand problem.

Our conclusions about the causes of inflation, and particularly about the role of collective bargaining in the inflationary process, will disappoint those who seek a single culprit, and especially those who see the labour movement as the prime candidate for this honour. The problem is too complex for such a simplified solution.

he Just Society—

What Is It?

THE 'just society' exists to the extent that not only civil and political rights, but also social rights are operative," claims Reuben C. Baetz, Executive Director of the Canadian Welfare Council. "If we accept as reasonably accurate the Economic Council of Canada's recent statement that close to 30 per cent of all Canadians are living in poverty, then we must reluctantly conclude that we have by no means achieved the 'just society'."

Speaking to the Ontario Federation of Labour's Annual Educational Conference in Niagara Falls in February, Mr. Baetz said that recently there had been "a lot of talk and hand-wringing" about poverty in our affluent society. "How does one assess all of this vocal concern about poverty? Is it 'for real,' or is it of the 'crocodile tears' variety?" He believes that it is of the utmost importance to measure accurately public attitudes on poverty and the just society because, in the final analysis it will determine the extent and the manner in which our political leaders are prepared to act.

Reuben C. Baetz

Thanks to organized labour's tireless efforts, he said, virtually none of the 30 per cent of Canada's poor are in the labour unions. "There are some mighty important lessons to be learned by the poor in this situation," he said, "one being to join the union, or organize where there isn't one. But little wonder, then, if the poor are not to be found in the ranks of union membership, that we should find some within the labour movement who take a pretty cold, callous, fish-eyed look at the poor."

Mr. Baetz said that there is no doubt that the moralistic approach to the poor — the idea that the poor are poor because of personal weaknesses — is slow in dying out. Fortunately, he said, there is a growing recognition that in most cases it is forces beyond individual control that cause poverty. He named the six causes of poverty as: life-cycle poverty; depressed area poverty; crisis poverty; poverty owing to long-term dependency; inner city poverty; and poverty produced by a culture of poverty.

In the "just society," he said, the standard of living for the aged should not decline while the standard of society in general increases. "During 1968 wages and incomes went up a bouncing 8.8 per cent, thanks largely to your efforts. Rising costs of about 4 per cent eroded about half of the increase in wages and incomes, but one can talk in terms of an increase in the standard of living by more than 4 per cent if you happen to be employed. At the same time those aged who depend on their almost fixed old age security income had a decline in their purchasing power of 2 per cent. The net result was that the gap in the standard of living between the aged and the average person in the labour force grew during this good year by over 6 per cent."

He suggested that one method to guarantee that the standard of living for the aged does not slip is to relate the changes in the old age security benefits to the consumer price index. "This alone will not guarantee that their standard of living keeps up with the rest of the nation, but it will at least protect them against a constantly decreasing standard while the rest of the nation's increases."

Turning to the other end of the life span, Mr. Baetz said that in the interim between the introduction of the family allowance scheme in 1945 and the present time, there has been a rise in prices of over 60 per cent.

He suggested that federal family and youth allowances be doubled or tripled and for families with a single head, mainly female, the rates could well be quadrupled.

"Public assistance records show that the majority of the more than 280,000 single head families are in serious economic and social trouble," he said. "There

will be those who would object violently to such a proposal on the basis that this is a universal allowance, and as such is too expensive and does not help enough those in greatest need." These two criticisms could readily be overcome, he said, if the increases in the allowances are accompanied by two changes in the income tax regulations, namely, to regard these allowances as income and taxable, and reduce the present exemption of $300 for each dependent child in the personal income tax as family allowances are increased.

"By taxing the allowances the very poor who pay no or little income tax, could retain all or most of their increased allowances, whereas the very wealthy would have to repay up to 80 per cent through their income tax." Through this system, he said, those in greatest need would receive the most help and many poor families would not be forced to go on relief.

"We must bear in mind that among the 30 per cent of Canadians, estimated by the Economic Council of Canada to be living below the poverty income line, are many thousands of families with dependent children who, through determination and pride, have managed to stay off public assistance rolls. It is probably a matter of daily irony to them, and should be a point of national concern, that many of these families are living below any standard of even minimum need, and in many instances are living on a lower family income than their neighbour who is on public assistance."

Mr. Baetz said that Canada, with its large regions and thinly-scattered population, is particularly exposed to the poverty of the depressed area type. He believes that this poverty could best be attacked through broad federal and provincial programs and agencies such as the Atlantic Development Board, the Agricultural Rehabilitation Development Act administration (ARDA), the Fund for Rural and Economic Development (FRED), and through community development programs involving the people themselves. "Our record to date in attacking depressed area poverty is not very impressive," he said, "in fact it is downright awful!" Lack of organization and planning, perhaps more than lack of money, has stymied many. Not infrequently, he said, departmental programs work at cross-purposes and there are traditional federal-provincial jurisdictional rivalries and battles. "We must support new and comprehensive approaches, and 'smoke out' and deal harshly with the bureaucrat who fights progress only to maintain his department."

Social insurance programs, such as Unemployment Insurance, Workmen's Compensation, and Cash Sickness Benefits, can serve as major bulwarks against crisis poverty, he said. "But these social insurance programs must be adequate to really cover contingencies when they arise. This is not the case now, and people hit by crisis are vulnerable to poverty. Therefore, unemployment coverage should be improved by increasing the rate of benefits provided, and by covering more categories of workers within the labour force."

Canada has a long way to go in introducing cash sickness benefit programs, Mr. Baetz said. Families with low incomes were especially vulnerable to crisis poverty caused by the illness of the breadwinner. "Therefore, if we really wish to protect them . . . we must introduce more cash sickness benefits programs whether under public or private auspices." And since more women would be working throughout their married lives to make a necessary addition to the family budget, he would include under this program cash maternity benefits.

Mr. Baetz pointed out that from World War II until last year, more than 80 per cent of federal funds for housing has gone to medium- and higher-income families. "With this financial help, many middle-class families moved from the old parts of the city to their new housing with a patch of 'crab grass' in the suburbs. Much of the housing in the centre of the cities was thus left to families with lower incomes." The concentration of poor people in the inner city, he said, imposes an accumulation of mutually reinforcing social handicaps upon all who live in these neighbourhoods. They compete for the same poorly paid jobs, they use the same impoverished schools and public services, they pay inflated prices for poor quality foods, and their low status address follows them and restricts their opportunities wherever they go.

The Canadian Welfare Council, he said, strongly supports the proposal for the creation of a new Canada Department on Housing and Urban Affairs. "But policies governing housing and planning simply cannot be developed exclusively by one national housing 'czar' and seven 'instant experts.' The subject is far too complex." It would involve not only three levels of government but would profoundly affect every resident in the country. "Unless all the talk about citizen participation in the 'just society' is so much malarky, surely here is a field where citizens individually and through their various organizations should be thoroughly involved in planning," Mr. Baetz said. "The recommendations of the Hellyer Task Force related to public housing provide us with a beautiful example of how *not* to go about developing housing policies. Despite some curr dissatisfaction with certain aspects public housing programs, the princ of a public or social sector in the hous program remains valid." The Task Fo report, he said, fosters the view t those living in public housing are "cu sities" and unfortunate inmates of sc sociological zoo who, in the name decency, should be set free as soon possible. "The fact is, in spite of advantages, people living in public ho ing units are much better off physic and socially than many thousands Canadians living in the dilapida 'cooty traps' available to them on market."

Pockets of "culture poverty" can found not only in the depressed sect of cities, he said, but in rural areas well. Culture poverty will need not c better and more co-ordinated so welfare services, provincially plan and strategically placed and opera but it will require also much gre efforts by other social service syst such as the elementary and second schools. "For example, we may very have arrived at the time when our sch systems should assume responsibility day care centres, and through th centres begin to work with socially advantaged youngsters at an age as e as two and three," he said. "Unless m of these youngsters are helped be they reach kindergarten, they have strikes against them the day of entra Our school systems are doing an creasingly better job with our gifted brilliant youngsters, but the time come when the educators must de much more time to our mentally, e tionally and socially disadvantaged you sters if we are to make any inroads poverty spawned by a culture of pover

Mr. Baetz is convinced that the wh question of a guaranteed annual inc is much more a social, moral and polit one than an economic one. "We do knowingly allow thousands of Canad to starve to death. We do eventua often after plaguing, 'bugging' and grading the recipients, provide them enough money to get by. Hence the cost of a guaranteed income, whe through a negative income tax sch of some other approach, would not b astronomically high as some sugge

There are those who would argue by guaranteeing a man an income s ciently high "to keep body and together," he would immediately into chronic dependency, he said. simply do not share this pessimistic almost cynical view of the nature of m Mine is the more positive and optim view that was expressed by Archime when he said, 'Give me a place on wh to stand and I will move the world

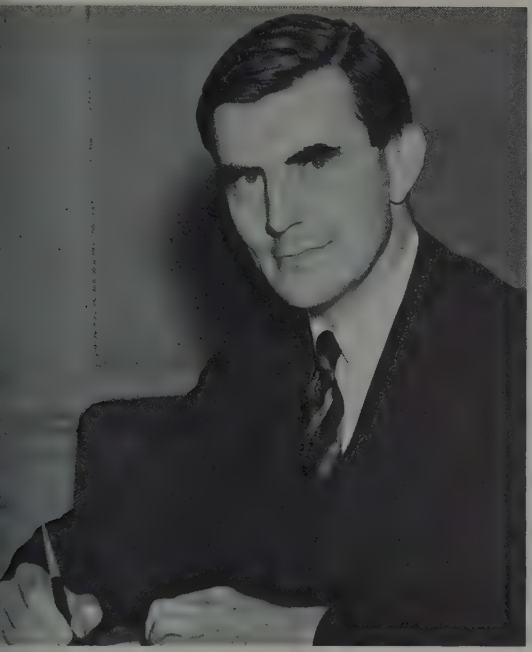


Photo by Underwood & Underwood

John Winant, ILO Director, from 1939 to 1941.

Portrait by Nakash, Montreal

Edward J. Phelan, ILO Director, from 1941 to 1948.

ILO In Wartime — PART I

By C. Wilfred Jenks

Principal Deputy Director-General of the International Labour Organization

Mr. Jenks was secretary of the Emergency Committee of the Governing Body that planned the wartime activities of the organization; was legal adviser of the ILO during the war and the postwar reconstruction; and was closely associated with all of the major political problems and decisions of ILO Director-Generals John Winant and Edward Phelan throughout that period.

IE FIRST half century of the International Labour Organization has been a nuous saga of unforeseen vitality in ecedented situations. Among its most ng chapters, the story of the ILO in me is in some respects the most atic. And picturesque glimpses of ersonalities and events of the time created something of a legend about tmosphere of the period.

hat remains lacking is an appraisal e factors that made it possible for the to survive, to expand its reputation, nce and authority, and to become rototype of the relationship of the ilized agencies to the United Nations. der to understand these factors, it is sary to examine the leading authori- statements of the period.

e first statement of policy indicating urposes for which the ILO would hue to function in time of war was issued by the Governing Body on June 14, 1939. It referred to the importance of labour problems in time of war and to the acuteness of the social problems that another war, whatever its result, would inevitably bring in its train. In addition, it pointed out that "the continuous participation of as many states as possible in an active ILO would help preserve and perhaps develop the technique and habit of international collaboration, which might otherwise be lost and which would appear to furnish the only possible basis on which to build up a solid and enduring peace." The statement was a composite of two main ingredients:

- the recollection of the labour problems of World War I, and the labour crises that followed it, out of which the ILO had been born; and
- the strong conviction that after the failure of the League of Nations, world

Hon. Milton F. Gregg, V.C., former Minister of Labour, unveils a plaque at McGill University, Montreal, on September 14, 1950, to commemorate the establishment of the ILO's wartime headquarters at the University. From left to right: V. C. Phelan, Director of ILO's Canada Branch; L. Mayrand, Assistant Under-Secretary of State for External Affairs; Mr. Gregg; Principal Cyril F. James of McG University; Sen. Leon Troclet of Belgium, Chairman of the IL Governing Body; and C. Wilfred Jenks of Geneva, Assista Director-General of the ILO.

organization could become a reality only if something of the League experiment — and the ILO was the only possibility — continued to fulfil sufficiently useful functions to play some part in moulding opinion, policy and action during the war years.

John Winant, director of the ILO from 1939 to 1941, issued a further statement immediately after the outbreak of war in September 1939. In it, he pointed out that the view that the ILO could make no further contribution until peace was restored was not the view of the member states. Both the Governing Body and the Emergency Committee, to which the Governing Body had delegated full powers, gave the members of the organization "a solid guarantee that neither the interests of its belligerent members nor those of its neutral members would be able to shape its policy in a manner unacceptable to either group" nor was the nature of the work that the ILO was likely to do of such a character that there was any reason to expect that the interests of its belligerent members and those of its neutral members would be in conflict.

The ILO, the document continued, is simultaneously a symbol, a centre of information and study, and an organ for action: It is a symbol of man's efforts to establish lasting peace based upon social justice, which remains the goal of all civilized thinking; it is a centre where the problems of the peace settlement can be studied with the participation of belligerents and neutrals alike, and by employers and workers as well as by governments; and it is an organ for maintaining the degree of co-operation between governments, employers and workers that is achieved in the organization today as the result of the unremitting work of twenty years, and which will be so important to maintain during the difficult postwar period. These statements did not detail the procedural arrangements that had been approved by the Governing Body, and which included the delegation to an Emergency Committee of the power to act on its behalf when the full Governing Body was unable to meet; the emergency arrangements and powers were declared to be in operation by Paal Berg, of Norway, Chairman of the Governing Body, on September 3, 1939.

Our most immediate anxiety during the weeks following the outbreak of war was that the isolationism sweeping the Americas might result in the withdrawal support from the organization, not by belligerent but by its neutral membe The Second ILO Conference of Americ States (L. G. 1939, p. 1091), which h been convened before the outbreak of w to take place in Havana on November 2 would be a providential opportunity counter any such danger. Here a stateme was drafted and unanimously approv as the Declaration of Havana, whi reiterated the aims of the ILO:

- it declared that the ILO had essential part to play in building up stable international peace based up co-operation in pursuit of social justi for all peoples everywhere;

- it proclaimed the unshaken faith the representatives of the governmen employers and workpeople of the Ame can continent in the promotion of int national co-operation by the methods forth in the Covenant of the League Nations; and

- it pledged the unwavering support the governments and peoples of the con nent for the continuance with unimpair vigour of the efforts of the ILO to a

olish its purpose of achieving social
e.

e chief significance of the Declara-
was its reaffirmation of the will to
national co-operation at a moment
the League of Nations was in
and the whole American continent,
ot for Canada, was withdrawing into
tion. It was a valuable expression of
cal support for its continued func-
ng from the area where that support
ed dubious. Five years later, it
d as a precedent for the adoption of
Declaration of Philadelphia. And
statements remained the recognized
ulation of the ILO wartime policy
the transfer to Montreal in the late
ner of 1940.

have never known, and I doubt
ner anyone knows or can now re-
ruct, the full story of the events of
summer. The statement announcing
ransfer, issued by Winant on August
940, wisely confined itself to saying
lack of communication and trans-
tion had isolated the Geneva office
and more from the non-European
ber states and that the Canadian
rnment had given its agreement to
the temporary transfer to Canada; that was all.

I have, however, the most vivid recollection of my own discussion of the matter with Winant. It took place in the tiny lobby of an old hotel in London on a July afternoon. He asked me whether there was any doubt of his legal authority to transfer the principal working centre of the office from Geneva. I advised him that there was not. I also advised him that there was no question of his authority to transfer funds from Geneva.

He then broached the question as to where the working centre should be transferred. Some were convinced that a move from Geneva was premature. Some saw great advantages in a neutral island somewhere in the Atlantic, perhaps the Azores. Some of the British and some of the governments that had taken refuge in London would have liked the ILO working centre in London or perhaps in Oxford. There were strong arguments for going to the United States. Another possibility, he added almost inadvertently, was Canada, which had, I think, been suggested by Hume Wrong, then the Canadian government member of the Governing Body. I advised him at once to opt for Canada.

Geneva was no longer a possible working centre; the Axis powers controlled its lines of communication and could, at any moment, cut it off completely from the free world. Swiss policy, which was entitled to understanding and respect, precluded any ILO activity at or from Geneva that could be construed as unneutral conduct. The Azores or any similar solution I rejected with some contempt; it would be fatal for the ILO to behave as a refugee, and what we needed was an effective base of operations. This left the choice between Britain, the U.S. and Canada. Our immediate problem was to retain the full support of both the belligerents who were defending the liberties of Europe and the democratic neutrals in both Europe and the Americas. If we could do this during the immediate crisis, we could proceed during the following months to re-establish our world position. We could not resolve our immediate problem from either Britain or the U.S.

A London-centered ILO would at that juncture lose the support of neutral America and the democratic neutrals

ILO
TO THIS CAMPUS THE INTERNATIONAL
LABOUR ORGANISATION TRANSFERRED
ITS WARTIME HEADQUARTERS IN 1940
ON THE GENEROUS INVITATIONS OF THE
GOVERNMENT OF CANADA AND McGILL
UNIVERSITY. FROM HERE THE I. L. O.
DIRECTED ITS WORK OF FURTHERING
WORLD PEACE THROUGH SOCIAL JUSTICE
UNTIL 1946. THIS TABLET RECORDS
THE LASTING GRATITUDE OF THE I. L. O.
TO McGILL UNIVERSITY.
OIT
EN CE LIEU, L'ORGANISATION
INTERNATIONALE DU TRAVAIL A
TRANSFÉRÉ, EN 1940, SON SIÈGE DU TEMPS
DE GUERRE, SUR LA GÉNÉREUSE
INVITATION DU GOUVERNEMENT DU CANADA
ET DE L'UNIVERSITÉ McGILL. D'ICI, A
RAYONNÉ, JUSQU'EN 1946, SON ACTION
EN FAVEUR DE LA PAIX DU MONDE PAR LA
JUSTICE SOCIALE. CETTE PLAQUE ATTESTE
LA GRATITUDE QUE L'O. I. T. A VOUÉE
À L'UNIVERSITÉ McGILL.

Photo by Capital Press Service

The bronze plaque commemorating the work of the ILO at McGill University that was presented to the university in gratitude for its wartime hospitality.

generally. In addition, this would increase, from an acute danger to a certainty the probability of the defection of France. An ILO centered in neutral U.S. would be regarded in beleaguered London and throughout occupied Europe as having fled. Canada had been a belligerent from the beginning of the war, but it lay in the Americas. An ILO centered in Canada would therefore enjoy the greatest possible measure of the advantages of both worlds. A centre in Canada might be regarded as distant, but it would not be disavowed by beleaguered London, and it would be sufficiently of the Americas to be accepted by both the U.S. and Latin America. It would have open communications with as much of the world as remained accessible to the ILO. We could not hope to hold many meetings, but there would be abundant facilities for information and publication, and every opportunity for developing our technical co-operation with Latin America, and we could hope to maintain close contact with the governments on both sides of the Atlantic and elsewhere. In this appraisal, there was no forecast of the warm reception or the degree of exceptional co-operation we would receive in Canada.

What part, if any, this conversation played in the ultimate decision I have never known. My impression as I left Winant that day was that he had a temperamental preference for transferring the working centre to a belligerent country, but believed that the importance of preserving the freedom of action of the ILO, and his responsibility for a staff of varied nationalities precluded him from transferring the working centre to a Britain still threatened with invasion. He had perhaps at that time not ruled out the possibility of a transfer to the U.S. but must have known, though he did not tell me, that there was strong opposition in Washington to giving the ILO anything better than refugee status. In retrospect, I have sometimes wondered whether our conversation did not at least persuade him that what some had thought of as a last resort was in the circumstances of the time a unique opportunity.

A further document, a suggested statement of Allied policy relating to the ILO, together with an accompanying explanatory memorandum, proposed to reaffirm the earnest desire of the Allies that the ILO should maintain its activities and the identity of ultimate purpose between the war effort of the Allies and the activities of the ILO. It would have welcomed and endorsed the Declaration of Havana and pledged the willing co-operation of the Allies with the governments and peoples of the American continent for the accomplishment of the "high purpose" set forth in it. Of special importance was the proposed paragraph related to freedom of association. The draft concluded with a proposed endorsement of the action taken by the director to secure the continued freedom of action of the office, and a reference to the potential value of a full and impartial record of the social developments and changes that the war was inevitably producing throughout the world "for the formulation of wise policies" when a peace of freedom and justice would make possible "the rebuilding of the good life, which the ILO was founded to promote."

This draft was carefully considered in Montreal shortly after the transfer, but it was decided not to proceed with it at that time on the grounds that it would add nothing to what the play of political forces would secure without it, and would increase to the breaking point the strain on our relations with the French. In these circumstances, it appeared wiser to leave the matter suspended, and the draft was put to one side for possible use at a later stage.

The next major statement of ILO policy was the report to the governments, employers and workers of member states of the ILO issued by Winant on February 14, 1941, at the time of his resignation to become U.S. Ambassador in London. It was in part a record of his stewardship, and in part a personal testament, but it contained some important statements of policy. The first was the justification for the transfer to Montreal:

> It was vital that the organization should retain complete freedom of speech and action, but it would have been a poor return for the hospitality afforded by the Swiss Government and people during so many years to have added to the difficulties of their position by attempting to exercise these freedoms on Swiss soil. It was obvious that contacts of all kinds with many of the member states of the organization were cut off entirely, while others were so irregular as to be ineffective. It was my clear duty to avoid all danger that the ILO, the repository of the traditions of a worldwide effort at tripartite international co-operation to promote social justice, should become the tool of political forces that would have attempted to use it as a mask for policies of domination, rather than as a spearhead of social and economic freedom. It was necessary, therefore, to establish a working centre outside Geneva and to transfer to it the staff required in order to carry out obligations to member countries and to render useful service.

The report also restated in Winant's own style the general policy enunciated in the earlier statements, and it concluded on a characteristic note:

> I leave the ILO in your hands — the of the governments, the employers a the workers of the free democra countries of the world. It is yo instrument for orderly social chan As you use it, it will become strong. lives in the movement of your opini and in your faith. It is armed with yo courage and your conviction. W God's will and a just cause, you v not fail.

There was no further major statem of ILO policy until it was possible hold a representative conference of organization, subsequently held in N York in October-November 1941. T conference, which had before it a rep on *The ILO and Reconstruction*, submit by Phelan as acting director, adopted t resolutions that later became the basis the wartime policy of the ILO. The f resolution included a preamble embody three propositions of policy:

- that the victory of the free peoples the war against totalitarian aggression v an indispensable condition of the atta ment of the ideals of the ILO;
- that the close of the war must followed by an immediate reconstruct effort, previously planned and arrang including provision for the resettlemen workers, the changing-over of indust to the needs of peace, the maintenanc employment, and the raising of standa of living throughout the world; and
- that the ILO was peculiarly fitted take part in this work.

The second resolution endorsed principles of the Atlantic Charter deal with economic and social matters freedom from fear and want, reques that the fullest use be made of the ma nery and experience of the ILO in giv effect to these principles, and pledged full co-operation of the ILO in t implementation. This resolution was International Labour Office initiative; purpose was to give us an unequiv mandate in general terms on which could rely for the remainder of the v unencumbered by procedural arrar ments that might prove to be inapplica in practice.

The following day, the conference p tribute to the "brave peoples of Ch Britain, Russia and their allies" declared that only "the victory of nations the world over" could "save world from hopeless chaos."

These were the resolutions adopted. had had in reserve a bolder draft. Du the weeks preceding the conference, even during its course, there were means of estimating the degree of pro bility that the U.S. would be in the before the conference was over. (A happened, the Japanese attack on P Harbour occurred a month and a after President Roosevelt had told

ference that "Berlin is at this moment principal slave market of the world.") he U.S. were to become a belligerent ore or during the conference, some e far-reaching statement of policy that ld otherwise be possible would be e imperative. The concepts of "one ld" and "the free world" were already ng shape; that of the United Nations ained to come.

low far should the conference attempt ive expression to the general trend of ent thought concerning the purposes well as the problems of the postwar ld? A document was drafted under title *Declaration of Freedom.* The t invoked the "fundamental truth" forth in the constitution of the ILO lasting peace "can be established only is based on social justice," and it rred to the four freedoms "as the s for the creation of a good society ywhere in the world." It asserted that al and economic justice in a world nded upon the four essential freedoms not be achieved except upon the basis principles taken from Magna Carta, Declaration of Independence of the ., the Declaration of the Rights of n, the Constitution of the ILO, and General Treaty for the Renunciation War. The draft proposed to affirm the rmination of the participants in the ference:

to preserve for themselves and their dren, government of the people, by people, for the people;

to pledge their co-operation in building up a commonwealth of nations based the four essential human freedoms — dom of speech and expression, free- of worship, freedom from want and dom from fear — and dedicated to al and economic justice and security all;

to proclaim their acceptance of onable equality of opportunity, irective of class, creed or race, as one the leading objectives of such a monwealth of nations; and

to acknowledge that freedom from t everywhere in the world could be eved only by recognizing a common onsibility for the organization of nomic life.

here followed a paragraph, reminis- of the London draft, emphasizing the existence of a genuinely repreative trade union movement is an ntial element in the orderly governt of industry in a manner consistent the welfare of the community as a le, and that the constructive partner- of the trade union movement, exsed through a greatly strengthened , will be of vital importance in reding the social and economic life of world.

he draft concluded with an "appeal to all who value freedom, wherever they may be, to unite with them in common resolve to uphold and defend with inflexible determination" these principles and liberties and to "pledge mutually to each other, in the sacred cause of freedom, their toil, their skill, their fortunes and their lives." Much of this would, of course, have been pruned away if the proposal had become the subject of more serious discussion; the draft was too academic, too allusive, too ambitious and too Anglo-American to be generally acceptable, but it was a useful preliminary canter. The contingency in which it was designed to be used never arose, but the unused draft is not entirely without interest as a first expression of our thinking. It was to find more cogent and polished expression two and a half years later in the Declaration of Philadelphia, and to provide the terms of reference for the postwar work of the ILO.

All of these statements of wartime policy were virtually superseded in 1944 by the Declaration of Philadelphia, which marked the transition from the wartime to the postwar policy of the ILO.

The concluding part will appear next month.

COMING EVENTS

June 1 — June 6 — Queen's University, Industrial Relations Centre, Kingston, Ont. The White-Collar Personnel-Management Seminar to promote more effective ways of managing, utilizing and motivating white-collar employees. The fee of $350 covers registration, meals, lodging, books, supplies and reference materials.

June 2 — June 6 — Institute for Training Specialists, New York State School of Industrial and Labor Relations, Cornell University, Ithaca, New York 14850. A course designed for persons who have responsibility for organizational training and development. Registration cost, including seven meals, is $150. Accommodation is extra but will be arranged for by the organizers.

Employment Review For February

Total employment increased slightly to 7,483,000 between January and February. Unemployment, at 473,000, was not much different from the previous month and the labour force increased by 20,000 to 7,911,000. Compared with February 1968, the labour force increased substantially by 322,000, or 4.2 per cent. Employment also showed a large gain of 331,000, or 4.7 per cent. There was little change in the number of unemployed persons.

Employment

Farm employment was virtually unchanged from January to February. Small employment gains in manufacturing; community, business and personal service; and transportation, communication and other utilities, were partially offset by declines in trade and construction. Between January and February, there were small increases in employment in Ontario, the Prairies and British Columbia, and a small decrease in Quebec. Employment in the Atlantic region showed little change.

Non-farm employment was 313,000 higher than a year ago. The largest increases took place in manufacturing 90,000 and community, business and personal service, 89,000. These were followed by public administration (47,000); trade (46,000); and construction (34,000). Farm employment was up by 18,000. All regions shared in the year-over-year increase in employment. The largest employment gain occurred in Ontario (153,000). This followed by Quebec (68,000); the Prairie region (67,000); British Columbia (30,000); and the Atlantic region (13,000).

Unemployment

The number of unemployed persons in February 1969 (473,000) was not much different from the previous month or a year earlier; the total number of unemployed persons in February 1968 was 482,000. Of the total unemployed in February 1969, about 27 per cent had been unemployed for less than one month, 41 per cent for one to three months, and 32 per cent for four months or more. Unemployment in February of this year represented 6.0 per cent of the labour force, compared to 6.4 per cent in February 1968, and 5.4 per cent in February 1967. The seasonally adjusted unemployment rate in February 1969 was 4.3 per cent.

Employment Fatalities

Fourth Quarter, 1968

The department has received reports on 177 employment fatalities that occurred during the fourth quarter of 1968. During the previous quarter, 262 fatalities were recorded. This is 39 more than the previously published total of 223 (L. G. February 1969, p. 136). In the fourth quarter of 1967, there were 292 fatalities recorded, 111 more than the preliminary figure (L. G. April 1968, 181, p. 256).

During the quarter, two multifatality accidents brought death to 7 workmen. In November, three miners died as the result of a cave-in at the Mascot Copper Mine, Hope, B.C. In December, four fishermen drowned when their Fishing Vessel "Carolyn A" was wrecked on rocky shoals, off Scatari Island, N.S. This illustrates the dangers involved in the fishing industry, because a similar accident accounted for six fatalities in the third quarter of 1967.

Four industry divisions accounted for 65.6 per cent of the total number of fatalities. Of the total, 36 occurred in transportation, 32 in construction, 27 in manufacturing and 21 in mining. The remaining 35.4 per cent were distributed in other industry divisions: forestry 11.3 per cent; public administration 6.2 per cent; trade 5.1 per cent; agriculture 4.5 per cent; service 3.9 per cent; and fishing 3.4 per cent.

The 25-to-44 age group accounted for 41.2 per cent of the total number of fatalities. Workers in the 45-to-64 age group accounted for 36.2 per cent; and the remaining 22.6 per cent were distributed among other age groups: 20-to-24, 11.9 per cent; 65 and over 6.2 per cent; and 14-to-19 4.5 per cent.

Four occupational divisions accounted for 72.3 per cent of the fatalities: craftsmen 36.7 per cent; transportation and communication workers 16.4 per cent; miners quarrymen and related workers 10.2 per cent; and loggers 9.0 per cent.

The distribution of the remaining 27.7 per cent among other occupational divisions was: labourers (not agricultural, logging, fishing and mining) 7.9 per cent; service and recreation workers 6.8 per cent; farmers 4.5 per cent; fishermen 3.4 per cent; sales occupations 2.3 per cent; and managerial and professional occupations 1.7 and 1.1.

Four accident-type categories accounted for 82.5 per cent of the total number of fatalities: struck by objects 30.5 per cent; collision derailments, and wrecks, 20.3 per cent; falls and slips 17.0 per cent; and caught in on/or between 14.7 per cent. The remaining 17.5 per cent were distributed in: conflagration, temperature extremes and explosions 6.2 per cent; miscellaneous accidents 4.5 per cent; inhalations, absorptions and industrial diseases 2.8 per cent; contact with electric current and over-exertion 1.7 per cent each; and striking against or stepping on objects 0.6 per cent.

The employment fatalities covered in this review are those suffered by persons gainfully employed. They occurred during the course of or arose out of their employment, and they include deaths resulting from industrial diseases.

Statistics on employment fatalities are compiled by the Economics and Research Branch of the Department, from reports received from the provincial Workmen's Compensation Boards and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups, is not as complete as it is in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents, which are in fact industrial, may be omitted from the department's records because of lack of information in press reports.

The number of fatalities that occurred during the period under review is usually greater than indicated in the article and tables (see Table H, p. 000). Fatalities that were not reported in time for inclusion, however, are recorded in supplementary lists, and statistics are revised accordingly in the next annual review.

A cross-section analysis of the greatest concentration of fatalities reveals that the 25-to-44 age group accounted for 65.6 per cent of the total number of accidents in construction and 52.8 per cent in transportation. An examination of the concentration of fatalities by occupation and industry shows that craftsmen, production process and related workers accounted for 36.7 per cent of the fatalities that occurred in construction and 59.3 per cent of those in manufacturing. Transport and communications workers accounted for 52.8 per cent of the tot number of fatalities that occurred in th transportation industry.

An analysis of cross classifications industry divisions by main accident-typ categories reveals that 70.0 per cent the fatalities in forestry and 45.0 p cent in the transportation industry we the result of the victim being struck different objects; 36.1 per cent of fatalitie in transportation were the result of coll sions, derailments, and wrecks; and 37 per cent of fatalities in construction we the result of being struck by objects.

During the quarter under review, the were 64 fatalities in October, 62 November and 51 in December. province, the largest number of fatalitie 59 occurred in Ontario, 47 in Britis Columbia and 22 in Alberta.

Wage Schedules Prepared In January

During January, the Department Labour prepared 276 wage schedules f inclusion in contracts proposed to undertaken by departments of the fede Government and its Crown corporatio in various areas of Canada for works construction, remodelling, repair or dem lition, and certain services.

In the same period, 201 contracts these categories were awarded. In additio 195 contracts containing the Gene Fair Wages Clause were awarded Central Mortgage and Housing Corpo tion, Defence Construction (1951) Limit and the Departments of Defence Prod tion, Public Works and Transport.

A copy of the wage schedule issued f each contract is available on request trade unions concerned or to others w have a bona fide interest in the executi of the contract.

Contracts awarded in January for manufacture of supplies and equipm were:

Department	*No. of Contracts*	*Aggrega Amoun*
C.M.H.C.	1	$ 65,952
Defence Production	89	211,640
Post Office	13	626,324
R.C.M.P.	1	1,830

During January, the sum of $10,616 was collected from 11 contractors wage arrears owing their employees a result of the failure of the contractors, their subcontractors, to apply the w rates and other conditions of employm required by the schedule of labour c ditions forming part of their contr This amount is for distribution to the workers concerned.

Conciliation

fore the Minister of Labour

During February, the Minister of our appointed conciliation officers to with the following disputes:

Merrifield Transport Co. Ltd., Wind- Ont., and Teamsters, Chauffeurs, rehousemen and Helpers, Local 880 nciliation Officer: K. Hulse).

National Harbours Board, and Public vice Alliance of Canada (Police As- ation Group, Halifax, N.S., and Saint n, N.B.) (Conciliation Officer: C. A. len).

Abitibi Provincial Inc., Val D'Or, ., and Canadian Brotherhood of Rail- , Transport and General Workers nciliation Officer: S. T. Payne).

Air Canada, Montreal, Que., and trict Lodge 148, International Associa- of Machinists and Aerospace Workers nciliation Officer: C. E. Poirier).

Baton Broadcasting Limited, CFTO- Agincourt, Ont., and National As- ation of Broadcast Employees and hnicians (Conciliation Officer: H. A. ier).

Eastern Transport Limited, Truro, ., and Local 505, Canadian Brother- d of Railway, Transport and General rkers (Conciliation Officer: D. T. hrane).

Western Cartage & Storage (1962) , Edmonton, Alta., and Truckers, tagemen, Construction & Building erial Employees, Local 362 (Conciliа- Officer: D. H. Cameron).

The Canada Coach Lines Limited, nilton, Ont., and Amalgamated Transit on, Division 107 (Conciliation Officer: . McRae).

Quebec North Shore and Labrador way Company, Sept-Iles, Que., and herhood of Railroad Signalmen (Con- tion Officer: G. R. Doucet).

. St. Hyacinthe Express Inc., St. cinthe, Que., and Transport Drivers, ehousemen and Helpers' Union, Local (Conciliation Officer: S. T. Payne).

. H. W. Bacon Limited, Toronto, , and Warehousemen and Miscel- ous Drivers, Local 419 (Conciliation er: T. B. McRae).

. The Bell Telephone Company of ada, and Office and Professional Em- ees' International Union, Local 131 ectory Advertising Sales Employees, tern Region, Toronto, Ont.) (Con- tion Officer: H. A. Fisher).

. Tank Truck Transport Limited, Rexdale, Ont., and General Truck Drivers' Union, Local 938, Toronto; Teamsters, Chauffeurs, Warehousemen and Helpers, Local 91, Kingston; Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880, Windsor; and Transport Drivers, Warehousemen and Helpers' Union, Local 106, Montreal (Conciliation Officer: T. B. McRae).

14. Pacific Western Airlines Limited, Vancouver International Airport, and Canadian Air Line Pilots' Association (I.R.F. pilots) (Conciliation Officer: D. S. Tysoe).

15. Northern Distributing and Warehousing Ltd., Saskatoon, Sask., and Canadian Brotherhood of Railway, Transport and General Workers, Local 189 (Conciliation Officer: A. E. Koppel).

16. Motor Transport Industrial Relations Bureau of Ontario (Inc.) (representing 11 trucking companies in Quebec) and Transport Drivers, Warehousemen and Helpers' Union, Local 106 (Conciliation Officer: C. E. Poirier).

Settlements by Conciliation Officers

1. Canadian Westinghouse Company Limited, Atomic Fuel Plant, Port Hope, Ont., and International Union of District 50, United Mine Workers of America (Conciliation Officer: H. A. Fisher) (L. G., April, p. 244).

2. Bushnell TV Co. Limited, CJOH-TV, Ottawa, Ont., and National Association of Broadcast Employees and Technicians (Conciliation Officer: H. A. Fisher) (L.G., April, p. 244).

3. Anvil Mining Corporation Limited, Whitehorse, Y.T., and Local 1051, United Steelworkers of America (Conciliation Officer: reassigned to D. H. Cameron) (L.G., Jan., p. 34).

4. Canadian Pacific Air Lines Limited, Vancouver International Airport (Printing Department) and Lodge 764, International Association of Machinists and Aerospace Workers (Conciliation Officer: D. S. Tysoe) (L.G., Jan., p. 34).

5. Eldorado Nuclear Limited (Beaverlodge Operation) Eldorado, Sask., and Local 913, United Steelworkers of America (Conciliation Officer: A. E. Koppel) (L.G., Dec. 1968, p. 711).

6. Baton Broadcasting Limited, Toronto, Ont., and Toronto Newspaper Guild, Local 87, American Newspaper Guild (Conciliation Officer: H. A. Fisher). (L.G., Nov. 1968, p. 650).

7. Cominco Ltd. (Pine Point Operations), Pine Point, N.W.T., and United Steelworkers of America (Conciliation Officer: reassigned to D. S. Tysoe) (L.G., Nov. 1968, p. 650).

Conciliation Boards Appointed

1. Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., and Lodge 767, International Association of Machinists and Aerospace Workers (employees of the mechanical, clerical and catering departments, and licensed and unlicensed personnel on the M.V. *Inland*) (L.G., Jan., p. 33).

2. Smeed's Moving and Storage Limited, Regina, Sask., and Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Jan., p. 33).

Conciliation Board fully Constituted

1. The Board of Conciliation and Investigation established in December to deal with a dispute between McKee Moving and Storage Company Ltd., Saskatoon, Sask., and Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., March, p. 176) was fully constituted in February with the appointment of Professor N. M. Ward, Saskatoon, as Chairman. Prof. Ward was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Dick Shmigelsky, and union nominee W. G. Gilbey, both of Saskatoon.

Settlement before Board Met

Canadian Broadcasting Corporation and Canadian Wire Service Guild, Local 213, The American Newspaper Guild (L.G., Feb., p. 105).

Dispute Settled by Conciliation Board

National Harbours Board, Port of Montreal, and National Syndicate of Employees of the Port of Montreal (CNTU) (cold storage warehouse and refrigeration engineers) (L.G., July 1968, p. 412).

Settlement after Board Procedure

Canadian Broadcasting Corporation and National Association of Broadcast Employees and Technicians (Watchmen, Montreal, Que.) (L.G., April, p. 244).

Settlement by Mediation

Major Canadian railways and Division No. 4, Railway Employees' Department, AFL-CIO (shopcraft unions) (W. P. Kelly, Director, Conciliation and Arbitration Branch, acted as special mediator).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Certification

Before the CLRB

The Canada Labour Relations Board met for two days during February. It granted three applications for certification, rejected one, granted one request for the review of an earlier decision, and granted one application for revocation. During the month, the Board received thirteen applications for certification and allowed the withdrawal of one such application.

Applications for Certification Granted

1. Chauffeurs, Teamsters and Helpers, Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of yardmen employed in Regina and Saskatoon, Sask. by Melchin Auto Transport Ltd., Calgary, Alta. (L.G., March, p. 175).

2. The CFRN Radio and Television Employees' Association on behalf of a unit of employees of Sunwapta Broadcasting Limited, Edmonton, Alta. (L.G., March, p. 175).

3. Office and Technical Employees' Union, Local 15, Office and Professional Employees' International Union on behalf of the Vancouver terminal office employees, Gill Interprovincial Lines Ltd., North Burnaby, B.C. (L.G., April, p. 243). Sheila Lohman, *et al.*, employees of the company, had intervened.

Applications for Certification Rejected

1. National Association of Broadcast Employees and Technicians, applicant, The Alberta Government Telephones Commission, Edmonton, Alta., respondent (Radio Station CKUA), International Brotherhood of Electrical Workers, Local 348, intervener, The Alberta Government Telephones Clerical Group, intervener, and the Attorney General of Alberta, intervener (Reasons for Judgment issued).

Request for Review Granted

The Board granted a request by the National Association of Broadcast Employees and Technicians for review of the certification issued by the Board on July 28, 1966, which certified the union as bargaining agent of a unit of employees of Western Ontario Broadcasting Co. Ltd., Windsor, Ont. (L.G., March, p. 175). Having regard for the nature of the employee's work the Board found the classification of art director in the art department to be appropriate for inclusion in the existing bargaining unit.

Revocation of Certification Granted

Fleet Express Lines Ltd., North Burnaby, B.C., applicant employer, and General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent union (L.G., April, p. 243). The application was for the revocation of the Board's order of February 17, 1965, certifying the respondent union as bargaining agent of a unit of drivers and other employees working in and out of the Vancouver terminal of the company.

Applications for Certification Received

1. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a union of drivers employed by Kent Driver Services Limited, Merlin, Ont. (Investigating Officer: H. A. Fisher).

2. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of the unit of drivers employed by Frederick Transport Limited, Chatham, Ont. (Investigating Officer: H. A. Fisher).

3. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of the unit of drivers employed by Frederick Trucking Limited, Chatham, Ont. (Investigating Officer: H. A. Fisher).

4. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of Regina branch employees of Motorways Van Lines Ltd., carrying on business under the name and style of Security Storage Division of Motorways Van Lines Ltd., Regina, Sask. (Investigating Officer: A. E. Koppel).

5. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Jean Bouchard in trust for Canadian Vickers Limited, Lauzon, Que. (Investigating Officer: S. T Payne).

6. International Alliance of Theatrica Stage Employees and Motion Pictur Machine Operators of the United State and Canada on behalf of a unit of personne of Radio Atlantic Limited, Fredericto N.B., employed at radio station CFN (Investigating Officer: C. A. Ogden).

7. Office and Technical Employee Union, Local 15, Office and Professiona Employees' International Union on beha of a unit of clerical employees of Milla & Brown Limited, Cranbrook, B.C. (In vestigating Officer: D. H. Cameron).

8. *Syndicat National des employés d S.C.H.L. (CSN)* on behalf of a unit o employees of Central Mortgage an Housing Corporation employed at Plac Benoît, Ville St-Laurent, Que. (Invest gating Officer: G. R. Doucet).

9. National Association of Broadcas Employees and Technicians on behalf of unit of employees of Radio Atlant Limited, Federicton, N.B., employed a radio station CFNB (Investigating Office C. A. Ogden).

10. *Syndicat National des employés d S.C.H.L. (CSN)* on behalf of a unit o employees of Central Mortgage an Housing Corporation employed at Te rasse Villeray, Montreal, Que. (Invest gating Officer: G. R. Doucet).

11. Truckers, Cartagemen, Construc tion and Building Material Employee Local 362, International Brothe hood of Teamsters, Chauffeurs, Ware housemen and Helpers of America o behalf of a unit of employees in Edmonto of Motorways Van Lines Ltd., carryin on business under the name and style o Security Storage Division of Motorway Van Lines Ltd., Edmonton, Alta. (In vestigating Officer: D. H. Cameron).

12. Telecommunications Workers Un ion, Local 1653 (C.L.C.) on behalf of unit of employees of Canadian Overseas Telecommunications Corporation, Mon real, Que. (Investigating Officer: S. T Payne).

13. Seafarers' International Union o Canada on behalf of a unit of employee of Southeastern Commonwealth Drillin Co. Ltd., Victoria, B.C., employed i marine oil exploration and drilling (In vestigating Officer: D. H. Cameron).

Application for Certification Withdrawn

Seafarers' International Union of Can ada, applicant, Navigation Voyageur Inc Montreal, Que., respondent, and Inte national Union of District 50, Unite Mine Workers of America, intervene (L.G. 1966, p. 657).

This section covers proceedings under the Industri Relations and Disputes Investigation Act involving th functions of the Canada Labour Relations Board, fo which the Employee Representation Branch of th Department is the administrative agency.

PRICE INDEXES

nsumer, Feb. 1969

he consumer price index (1961 = 100) ebruary remained unchanged from its uary level of 122.6 but was 3.7 per higher than in February 1968.

he food index decreased by 1.0 per to 123.9 from 125.1, but was 2.6 per higher than a year ago. Prices for e staples, including milk and butter, ained unchanged; bread and sugar es declined slightly. Vegetable prices eased, on average, with markedly er quotations for lettuce, celery, atoes and cabbage. There was an ard movement in the price of fresh ts, due mainly to an increase in the e of oranges and apples. Meat price ements were mixed with lower quota- s recorded for most beef items, out- hing rises in the prices for pork ducts and processed meats. Egg prices ined seasonally from the preceding th, but the average February level higher than in earlier years.

he housing index advanced by 0.3 per to 122.3 from 121.9 and was 4.8 per above the February 1968 level of 7. The home-ownership component by 0.9 per cent as a result of in- sed prices for new houses, together higher insurance premiums and ntenance charges. Rents increased, on age, by 0.2 per cent in most major s. Among household operation items, iture and floor covering prices were er as a result of midwinter sales of e items. Utensils and equipment prices slightly.

he clothing index increased by 0.2 per to 121.8 from 121.5. It was 2.3 per higher than in February a year ago. es generally moved up from their sale ls of a month earlier. While men's and nen's wear prices increased marginally, dren's wear declined slightly, and wear prices were unchanged. The price of yard goods rose by nearly two per , exceeding declines due to sales a th earlier.

he transportation index advanced by per cent to 117.3 from 116.3, and was per cent above the February 1968 of 113.2. Higher car insurance pre- ms in several cities contributed to a 0.4 cent increase in the automobile opera- groups.

he health and personal care index ad- ed 0.1 per cent to 129.6 from 129.5. as 3.6 per cent above the February level of 125.1.

he recreation and reading index rose 0.4 per cent to 124.7 from 124.2. her cinema admissions in Vancouver, increased magazine subscription rates, ributed to the increase.

The tobacco and alcohol component increased by 0.5 per cent to 121.9 in February from 121.3 and was 3.9 per cent above its February 1968 level of 117.3.

Group indexes a year ago in February were food 120.8; housing (shelter and household operation) 116.7; clothing 119.1; transportation 113.2; health and personal care 125.1; recreation and reading 117.6; tobacco and alcohol, 117.3.

City Consumer, Feb. 1969

Between January and February, consumer price indexes declined in five regional cities and city combinations, advanced in four, and remained unchanged in one other. The changes ranged from a decrease of 0.3 per cent in both Halifax and Saint John, N.B., to an increase of 0.5 per cent in St. John's, Nfld.

Food prices declined in all cities except Montreal and Vancouver, while the housing index increased in all cities except Saint John and Saskatoon-Regina. The remaining index components registered predominantly upward movements.

Regional consumer price index point changes between January and February were: St. John's +0.6 to 117.8; Vancouver +0.5 to 117.3; Montreal +0.3 to 120.4; Edmonton-Calgary +0.1 to 119.2; Winnipeg remained unchanged at 120.4; Toronto −0.1 to 121.2; Saskatoon-Regina −0.1 to 117.7; Ottawa −0.2 to 120.1; Halifax −0.3 to 116.3; and Saint John −0.3 to 116.3.

Wholesale, Feb. 1969

The general wholesale index (1935-39 = 100) moved up 0.3 per cent in February to 279.0 from the January index of 278.1, and was 4.4 per cent higher than the February 1968 index of 267.2. Six of the eight major group indexes were higher and one declined. The remaining group, textile products, was unchanged.

The animal products group index rose 0.7 per cent to 308.2 from 306.1 on higher prices for livestock, and fresh and cured meats. An advance of 0.7 per cent to 393.8 from 391.0 in the wood products group index reflected higher prices for spruce, cedar, fir, and wrapping paper. The vegetable products group index moved up 0.5 per cent to 240.0 from 238.9 reflecting price increases for sugar and its products, raw rubber and fresh fruits. The non-metallic minerals products group index advanced 0.4 per cent to 209.8 from 208.9 on higher prices for crude asbestos, sand and gravel, and window glass. Increases of 0.1 per cent occurred in two major group indexes, iron products to 278.7 from 278.4, and chemical products to 215.6 from 215.3.

The non-ferrous metals products group index declined 0.7 per cent to 253.7 from 255.6 as lower prices for silver outweighed higher prices recorded for electrolytic lead, aluminum, and tin.

Farm Products Prices

The index of Canadian farm products at terminal markets (1935-39 = 100) declined 0.5 per cent to 264.9 from 266.3 in the three-week period February 7 to February 28. The animal products index declined 0.7 per cent to 345.0 from 347.4 and the field products index declined 0.2 per cent to 184.7 from 185.1.

U.S. Consumer, Jan. 1969

The United States consumer price index (1957-59 = 100) rose 0.3 per cent from December to January. The index in January was 124.1 per cent.

Advances in the cost of autos, homes, medical care, home mortgages, rents, fuel and maintenance of housing and food, were recorded. Meat and eggs paced an overall price increase for food of 0.7 per cent. A winter freeze in Florida was responsible for higher-than-usual increases in the cost of fruits and vegetables.

British Retail, Dec. 1968

The British index of retail prices (January 16, 1962 = 100) was 128.4 at December 10, 1968, compared with 126.7 at November 12, and 121.2 at December 12, 1967.

The index for foods, the prices of which are affected by seasonal variations, rose by about 5.5 per cent to 125.7, compared with 119.0 in November. Increases in the average level of prices of eggs, tomatoes, apples and bacon were responsible for a rise of more than one per cent in the level of food prices as a whole. The index for the food group as a whole was 125.4 compared with 123.9 in November.

Prices of beer, wines and spirits, cigarettes and tobacco, were raised following increases in customs and excise duties. The average level of prices for the alcoholic drink group as a whole rose by less than 4.5 per cent to 132.7 compared with 127.2 in November. The group index figure for cigarettes and tobacco rose by about 7 per cent to 134.8, compared with 125.9 in November.

In the durable household goods group, there were rises in the price levels of a number of items. The group index figure rose by nearly 0.5 per cent to 115.4 compared with 114.9 in November.

Increases in the prices of petrol following an increase in the rate of duty were partly offset by a fall in the average level of prices of second-hand cars. As a result of these and smaller changes, the index for the transport and vehicles group as a whole rose by about one per cent to 122.5 compared with 121.1 in November.

Decisions of the Umpire

CUB 2795

A claimant who had last worked as a carpenter filed an initial application for benefit from the Unemployment Insurance Commission. He had been laid off because of a shortage of work. He requested the "dependency" rate of benefit, because he was supporting his 71-year-old mother and maintaining the house she lived in. She was not working or claiming unemployment insurance, and she was receiving an old page pension of $103 a month. He added that he had been supporting her for 12 years since the death of his father, and was paying "all bills, maintenance of building, food, which is beyond her means."

The insurance officer later notified the claimant that under the Act and its regulations, he was not entitled to the dependency rate of benefit, because he had not proved that he wholly or mainly maintained his mother and had not shown that the extent of the support exceeded that received from other sources.

The claimant appealed to the board of referees. It was stated that his mother owned the house, but the claimant paid the taxes, amounting to approximately $341, paid for repairs to the house and for service bills, bought groceries, which cost approximately $30 a week, and paid for medical and hospitalization services. The board said the claimant had submitted no documentary proof of these payments and came to the unanimous conclusion that he was not entitled to the dependency rate for this reason. The appeal was dismissed.

On his behalf, the claimant's union, the United Brotherhood of Carpenters and Joiners of America, appealed to the Umpire and produced documentary proof of the money spent by the claimant for the upkeep of his mother's home. It was pointed out that, because food and utilities were paid for by cash, no vouchers could be submitted at the time of the appeal to the Umpire.

The board of referees reheard the case. The claimant did not attend, but was represented by his union, who contended that the pension received by the claimant's mother should not be considered as income. The board found that the evidence showed that the claimant provided for the upkeep of the dwelling owned by his mother and that he was giving her $30 a week, but this was actually a payment for room and board. Because his mother received $103 a month, the board concluded that the claimant had not proved that his contributions were sufficient to enable him to claim the dependency rate of benefit. By unanimous decision, the board again dismissed the appeal, and the decision was appealed to the Umpire.

Prior to the hearing, the insurance officer reported that:

•the board of referees concluded that the claimant did in fact provide for the upkeep of the dwelling owned by his mother, but that the $30 a week he gave his mother was actually payment for his own room and board.

•in CUB 2479, the Umpire held that a claimant who was paying from $10 to $15 a week for his own board and lodging a home was not entitled to claim his mothe as a dependant, and in CUB 588, th Umpire held that the payment of th claimant's own board and lodging doe not constitute maintenance of a depen dant. The present claimant, however contributed an amount considerably i excess of the claimant whose claim wa considered in CUB 2479.

•considering that the present claiman provided for the upkeep of the dwellin itself, the question to decide was whethe the additional amount of $30 a weel given by the claimant to his mother migh be considered, in addition to being pay ment for his own board and lodging, t be an amount sufficient to mainly main tain his mother as a dependant.

At the appeal hearing, the Umpir reviewed the background of the case. Th claimant's father died in 1954 and th claimant took over the support of hi elderly widowed mother, who had n income. Therefore the claimant was th wage earner of the home. The evidenc of himself and his mother, corroborate in some respects by receipts, shows tha he paid the property tax on the home an also paid fairly substantial home repair bills in 1967, in addition to routin monthly bills for utility services and fo medical and hospital plans and $30 pe week for food. "I regard the $30 pe week," the Umpire said, "when consic ered in the circumstances and along wit other payments made by the claimant, a one of his contributions towards th running of the home and the support c his mother. The evidence does not sup port the decision of the board of referee that his status in the home was that of boarder. He was the breadwinner in th years after his father died."

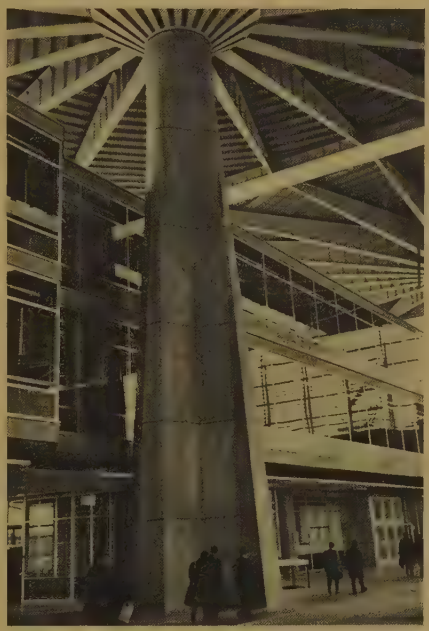
The Umpire pointed out that in he later years, the mother received a monthl old age pension of $103: she had no othe income that would make her total incom more than $25 a week and prevent he from being considered as a dependan The Umpire then considered whether th claimant wholly or mainly supported h mother. The evidence satisfied him tha he did, and that he was a person with dependant. Therefore, the appeal wa allowed.

Canada Salutes

50 YEARS OF ILO

Fisherman's co-op, Ivory Coast.

Washington Conference, 1919.



Turin training centre.

ILO Conventions result in a better standard of living for the world's peoples. *ILO photos*

A Salute From the Minister of Labour

A 50th anniversary is an important event in the life of any organization, but even more noteworthy in the life of an international organization. Since 1919, the ILO has been striving toward its goal of peace through social justice, and it is to its credit that more than 100 nations are today celebrating 50 years of co-operation in the improvement of the lot of working men and women.

The ILO has a special significance for Canada. Canada was one of the founding members, it is a member of the Governing Body, and it was the site of ILO headquarters during World War II. To commemorate the anniversary and publicize the ILO, Canada has planned a number of projects. One of the most important will be a tripartite conference, to be held in Ottawa this coming autumn.

Although the ILO is branching into other programs, its Conventions remain a significant guide for standard-setting throughout the world in mankind's progress toward more enlightened labour legislation. A recent notable ILO venture is the establishment of the World Employment Program, part of which was set up at the 1966 regional conference in Canada. Canada hopes to be able to make useful contributions to this and other projects of the ILO through our continuing support of the organization.

Many dedicated Canadian men and women have acted as delegates to ILO meetings, on the Governing Body, and on international ILO projects. By their service and enthusiasm, they are helping to make all Canadians more aware of the ILO and its functions.

Hopefully, continuing international co-operation will allow the ILO to further its work as a worldwide forum for t discussion of labour and social issues, as a research centre, a as a salutary influence on labour and social legislation in t world. And through its research, technical and employme programs, and co-operation with other worldwide agencies a governments, the ILO is focusing attention on the econon imbalances in the world, and planning programs for th alleviation.

Never has the ILO motto, "poverty anywhere constitutes danger to prosperity everywhere," had a deeper meaning th it has today. The rich industrial nations are moving farther a farther ahead of the poor nations, leading us away from o goal of a world in which there will be social justice for all. T ILO is one organization that is attempting to show nations way out of this dilemma.

As Canada's Minister of Labour, I salute the ILO on 50th Anniversary, and I hope that it will continue to attract t support it needs and deserves.

Bryce Mackasey

Canada as an ILO Member—

Performance and Potential

ONE OF THE major problems of Canada's participation in the ILO was what sort of action Canada was going to take to implement ILO Conventions. As in the case of the first ILO Convention, dealing with an eight-hour day and a 48-hour week, the legislative jurisdiction of the subject fell to the provinces, under the terms of the British North America Act. The issue was referred to the Department of Justice to decide whether enactment should be left up to the provinces or to the Dominion Government. In the opinion of the Minister of Justice, the provincial governments had jurisdiction in this field and not the Dominion. This being the case, it would require legislation in each of the nine provinces as well as in the Dominion Government, with respect to the industries coming within federal jurisdiction, in order to secure compliance with the Convention.

How could this be accomplished? Nobody had any clear answer. The Trades and Labour Congress of Canada was urging the Government to take action, though what kind of action was possible seemed less and less clear. It suggested that, if necessary, the BNA Act could be amended to make such legislation possible. The Congress also approached the various provincial Governments asking that they enact legislation on hours of work. The most satisfactory response came from the Government of British Columbia, which passed a series of Acts to conform with the Hours of Work Convention and various other ILO Conventions. The proclamation of these Acts, however, was made contingent upon the passing of similar legislation in other provinces, and this was not forthcoming.

Back came the Congress to the Dominion Government, this time with a twofold suggestion, that it introduce the eight-hour day on works coming within federal scope, and that it call a meeting of provincial government representatives to

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This article is extracted from a speech delivered by John Mainwaring, Director, International Labour Affairs Branch of the Department, to the International Affairs Seminar convened by the Canadian Labour Congress at Elliot Lake, Ont., in October 1968.

ILO photo

John Mainwaring

facilitate joint action to implement the Convention within each jurisdiction.

During the 1920s, a series of such Dominion-provincial meetings did take place. One such meeting in 1923 was attended by representatives of workers and employers as well as the Dominion and provincial governments, and it gave consideration to the various ILO Conventions that had been adopted up to that time. The Canadian Manufacturers' Association commented after the conference that it seemed to be the consensus of delegates that implementation of the Hours of Work Convention was not practical politics. The CMA argued also that it would be "absolutely impossible for Canada to think of passing such legislation unless and until similar legislation was passed in the United States." The U.S. at that time was not a member of the ILO, and the prevailing opinion of the American Federation of Labor in any event was not very much in favour of labour legislation.

As time went by, Canada was able to ratify a few ILO Conventions dealing with matters coming exclusively within federal jurisdiction and covered by the Canada Shipping Act. With respect to other ILO Conventions, Canada took no action to ratify during the 1920s. This was somewhat embarrassing with respect to Canada's international posture, because Canada had now been recognized as one of the states of chief industrial importance of the ILO and, hence, it might be expected that Canada would set a better example in dealing with ILO standards.

In all fairness, it must be stated that the position of some of the other industrialized countries with unitary and not federal forms of government was not all that much in advance of Canada. During its first few years of life, the ILO did not attain the quantity of ratifications of Conventions that might have been hoped for. The concept of the ILO as a body that could eliminate international competition based on labour standards was a difficult concept to achieve.

Nevertheless, the Convention system has been effective in other ways. ILO Conventions have come to represent a consensus on what constitutes a desirable international standard. Some governments may have already reached the standard and can ratify the Convention. Others will move toward it at their own pace. By and large, the more successful ILO Conventions have dealt with subjects whose economic significance is not too conspicuous. This includes Conventions on technical matters such as safety standards, protection of women and young workers, and labour inspection. In addition, it includes the very important ILO Conventions on human rights.

It is generally felt that the Convention system has an influence on national standards apart from anything that can be measured by the record of ratifications. Albert Thomas, the first head of the International Labour Office, once said: "We have taught the world to speak something like the same language on labour questions." This very realistic remark suggests that the research carried out by the ILO and the exchange of experience at International Conferences may mean more than the actual record of ratifications.

The next episode in Canada's relationship with the ILO standard-setting system concerned unemployment. During the early 1930s and the depression years, the ILO was much concerned with the problem of unemployment, which, according to ILO figures, affected as many as 25 million workers throughout the world. The ILO pioneered in the concept of public works as a means of sustaining employment. It advocated such measures as the abolition of overtime and the adoption of social security programs that include unemployment insurance. It must be remembered that these were the day when social security legislation was rar among the nations of the world. In addi tion, the ILO emphasized the desirabilit of a shorter standard workweek as means of distributing available work ove a larger number of persons.

The Canadian House of Commons i 1932 adopted a motion calling attentio to the Hours of Work Convention an urging its implementation throughou Canada. The response was not particularl noticeable. Hon. R. B. Bennett, Prim Minister of Canada, in 1935 announce his intention, as part of his program o "New Deal" legislation, to ratify the IL Hours of Work Convention. Mr. Bennet took as his authority the famous Sectio 132 of the BNA Act dealing with inter national treaties. He reasoned that i Canada ratified an ILO Convention, i would then be bound by the Conventio as though it were a treaty. Having becom subject to treaty obligation in this manne Canada would then find power in Sectio 132 to carry out its obligation by adoptin the necessary legislation. Accordingly, M Bennett's Government ratified the Hour of Work Convention as well as two othe labour standards Conventions. Parliamer then enacted legislation to implement th Conventions, going beyond the norm federal jurisdiction and applying to Cana dian industry generally.

This was indeed a bold step. Shortl afterwards, however, Mr. Bennett's Con servative Government lost a federal elec tion. The New Deal measures were no proclaimed, but were referred to th Supreme Court of Canada, which divide three to three on the validity of M Bennett's initiative. They were then referre to the Judicial Committee of the Priv Council, which declared the legislatio *ultra vires* of the Parliament of Canada Their lordships reasoned that the use o Section 132 to expand the area of federa jurisdiction might very well be carried t an extreme so as to undermine provincia constitutional autonomy. They concluded however, that Canada was by no mean incompetent to legislate in performance o treaty obligations. "In totality of legisla tive powers Dominion and provincia together, she is fully equipped." Totalit of powers, however, meant co-operatio between the Dominion and the provinces

This ruling by the Privy Council has o course become an important part o Canada's constitutional history, and th so-called Labour Conventions case i known and cited by people without othe knowledge of the ILO and by peopl without any particular interest in labou legislation.

Canada's position with respect to IL

ıventions was next examined by the well-Sirois Commission on Dominion-vincial Relations and was declared be unsatisfactory. The Commission ɔmmended "that the Dominion and the vinces together should decide how rnational labour Conventions should mplemented."

Ieanwhile, World War II had started the various Canadian Governments the Canadian people had other things their minds. Canadian interest in ILO ıventions lapsed. Canada's history ı the ILO took a new turn, however, in 0 when, following the Nazi invasion France, Canada invited the ILO to set headquarters in Montreal, on the ıpus of McGill University. Here the) spent the war and early postwar years following story).

Vhen things came back to normal and ILO returned to its Geneva head-rters, Canada as an ILO member had e-examine its obligation with respect he Conventions that had been ratified he Bennett Government. Canada had fied them, but had not implemented n. This began a somewhat embarras-period for Canadian delegates to ILO ıferences, because the ILO Committee, ch has the responsibility each year of ıtinizing the way in which member ernments are applying the Conventions have ratified, had some rather ard questions to ask. Theoretically, ıada might very well have taken ad-tage of its right to denounce the Con-tions, and thus escape its obligations. ıadian authorities, however, took the v that this would be a retrograde step. ould be preferable to call the attention he provinces to the situation and rely them to improve their legislation so Canada could achieve full compliance ı the Convention. In fact, this point been pretty well reached with respect wo of the Bennett ratifications. With ırd to the third, however, the Hours of rk Convention, the legislative position indeed improved, but there are many s in our compliance with the ILO ıdard. The ILO calls attention to these s from time to time. But by and large, as shown good understanding of the culty, and has accepted the decision y to move toward complete conformity ıer than denounce the Convention. The) maintains a "black list" of countries ously in default on their ILO obliga-s, but Canada has not been included his list.

)ne result of the embarrassment with ect to the Bennett ratifications was ative. Once bitten, twice shy. The pre-ing opinion in Canadian government les during the first ten or fifteen years r the war was that Canada should not again seek to ratify Conventions where the jurisdiction to legislate in Canada was divided between the federal Government and the provinces. It was believed that the federal Government would be taking an unnecessary chance if, even with the full agreement of the provinces, it assumed an international obligation that one of the provinces might later, possibly as a result of a change in government, repudiate.

By the early 1960s, a change had come about in the prevailing Canadian view, initiated by the Canada Department of Labour. Canada now accepted that it was constitutionally possible for the federal Government to ratify Conventions, even though our compliance with these Conventions depended on the necessary legislation being enacted by the provinces. It was accepted that it was even desirable to press toward such ratifications and that it would be necessary to intensify federal-provincial co-operation on ILO matters. Steps were taken to meet this end. One way to stimulate interest in the ILO was to ensure provincial participation in the delegations to ILO meetings, particularly when matters under provincial jurisdiction were to be discussed. For the last several years, therefore, two provincial members have been included in the delegations to the ILO annual conferences. It is mutually understood that these provincial members of the delegations do not "represent" their provinces; on the contrary, they represent Canada. They work from briefing prepared by the Canada Department of Labour on the basis of consultations with the provinces.

Provincial observers have also been included in the Canadian delegations at the expense of their provincial governments and may be said to "represent" their Governments. Such observers do not have a right to participate actively in the work of the Conference, in a separate capacity from the Canadian delegations, but they do have the opportunity to follow the proceedings. The policy has been to encourage them to work closely with the official Canadian delegations, to attend the early morning briefing sessions of the government group, to give their views and advice, and to be present at meetings.

Every Canadian province has now been represented at several ILO meetings. The consequences have been beneficial, in the sense that every provincial Government now has first-hand understanding of how the ILO works and an interest in doing what is possible in Canada, to conform not only to the specific consitutional obligations with respect to ILO Conventions, but also to the strengthening of Canada's international image as a country that co-operates actively in the work of the ILO.

Albert Thomas

ILO photo

Albert Thomas, Director of the International Labour Office for the first 13 years of its existence, was its natural leader and, to a great extent, its creator. When he was elected to office by the first session of the Governing Body of the ILO, he had to decide whether the ILO was to be merely a fact-finding machine, a huge encyclopedia of labour statistics, or a dynamic world-changing institution to defend and extend the rights of workers everywhere. Mr. Thomas chose the latter course — a difficult and original one for an untried international organization to carry out. His plans, however, became clearer as he outlined to the successive conferences what he intended the functions of the new office to be.

The mainspring and storm centre of the ILO, Mr. Thomas had brought to the organization his unusual gifts as organizer, administrator and politician. He had directed the ILO from its first meeting in 1919 and was so internationally minded that he won the confidence of delegates of every country represented there.

Shortly before his death in 1932, Albert Thomas said: "The world in which we live and struggle is big with new ideas, still uncertain, indefinite, confused, but arising out of the great upheavals of the war and postwar periods and to some extent forced on the attention of every thinking man. Will our international institutions be able to clarify these ideas and translate them into facts? That is the question of the future. Whatever the answers may be, it is in the light of these ideas that they must seek their path and define their duties."

HISTORIC MILESTONE

By Kalmen Kaplansky

Director, Canada Branch, International Labour Office

FIFTY years of an international, functional, inter-governmental organization is a significant historic milestone, an opportunity to evaluate the validity of the principles on which the United Nations itself is based. In the case of the International Labour Organization, it also represents a significant contribution toward the achievement of the objectives of social justice, human rights and the improvement of conditions of life and work generally.

The ILO, during this critical historical period, has been involved in: the systematic and continual development of programs that put man at the centre rather than as a side effect; the enhancement of the dignity and welfare of labour; the promotion of employment opportunities and acquisition of skills; the formulation and implementation of social objectives without which there is no genuine commitment to work itself; and the incorporation of non-governmental organizations into the fabric of international relations on a basis of equality with that of governments. The sum total of these developments and this continuing work is the International Labour Organization on the occasion of its 50th anniversary.

One can concentrate upon many achievements and innovations that the ILO has initiated since 1919: international standards in the form of Conventions and Recommendations, and in particular the intricate process of their implementation; international research and publications dealing with a wide variety of social, labour and economic issues; periodic gatherings at the international, regional or industrial level that serve as unique meeting places for governments, employers and workers representatives; and large-scale technical assistance programs in the developing world. All these and many more are aspects of the present work of the ILO.

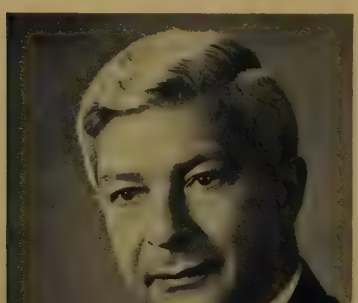


Photo by Thomas Studio (Ottawa) Ltd.

Kalmen Kaplansky

What of the future? On the occasion of the 50th Anniversary, the Organization will launch a program that will bring into sharp focus not only the initiatives that it has undertaken in the past, but also the springboard for new operations — this will be the World Employment Program. It is intended to be a world campaign for enhancing employment opportunities and providing training facilities for the hundreds of millions who are idle today through no fault of their own.

There is dire need for such an undertaking. The vital subject of jobs, of human resources, of the elimination of discrimination in employment, of conditions of life and work are universal concerns and are still inadequately publicized and insufficiently emphasized. Only the ILO with its 50 years of pioneering experience can mount a worldwide effort that could become an essential link in the common struggle of the UN family of international organizations for a better and more hopeful future through economic and social development for mankind as a whole. One understands full well that, without a fuller and more productive utilization of human resources, there can be no hope for this development, nor for the attainment of social justice.

The Government of Canada, trade unions and employers' organizations of Canada have been associated with the ILO since its very inception, and have not only contributed to its effectiveness, but also benefited from it. The projections for the second half-century of the Organization's existence present a challenge and an opportunity for involvement and effective participation that should appeal to all Canadians.

GREATER CHALLENGES AHEAD

By Donald MacDonald

President, Canadian Labour Congress

THE 50th Anniversary of the International Labour Organization is caus for celebrating not only the birth of a important organization, but also the re cognition of a half-century of service tha has, in so many ways, been unique.

As Canadians, we can take pride in th fact that our country was among th original participants, and Canada's ac tive membership has continued over th years. Thus representatives of govern ment, management and labour in Canad have had an opportunity to work with similar representatives of more than 10 countries in striving to better socia conditions throughout the world.

Photo by Thomas Studio (Ottawa) L

Donald MacDonald

A great deal has been accomplishe Where progress has been disappointin it has often been due to the complicatio of national constitutions and forms government. Certainly, it is to be hope that this occasion will result in a wid adoption of ILO Conventions throughou Canada.

Although the ILO has accomplished great deal, still greater challenges cor front the organization in the future. Th creation of multi-national companies an the development of worldwide industr means that many of the problems tha have hitherto been dealt with withi national borders must now be met on a

rnational scale. This challenging situa- obviously presents many problems, yet unsolved; but the International our Organization, building on a ndation that has been established over past half-century, is the logical body provide leadership; and in so doing, an contribute immeasurably to the fare of all people.

John R. O'Dea

HE NEXT 0 YEARS

By John R. O'Dea

ident, The Canadian Manufacturers' Association

President of a national group that had a close and continuing identifica- with the International Labour Organi- on since it came into being under the gue of Nations, I can assure you that Canadian Manufacturers' Association its growing membership across our vinces are happy to join with all adians in taking note of the 50th iversary of this the oldest of the ted Nations agencies.

s important as have been the ILO's vities, principally in the area of inter- onal standard-setting over the past century, it is the next 50 years on h we should focus our attention.

my view, the ILO has one principal ose, and that is the improvement of quality of life for workers and thus nately, for all people in all countries, ie world. This is a goal that warrants enthusiastic support and considered thought of Canadians in all walks of society.

I believe that Canadian employer and worker representatives, in their discussions with representatives from other countries throughout the world, should be prepared to admit that our system had its share of imperfections, but that it also embodies certain concepts that have rebounded to the benefit of all our citizens. It is these concepts that we offer to our fellow citizens of the world community.

If the first 50 years of ILO activity were characterized by standard-setting, let the second 50 years be noted for a shift in emphasis to direct help to the emerging countries through technical and other assistance, which the ILO, through its member states, is in a unique position to provide.

Record Coutribution As Employer Delegate

Hugh W. Macdonnell, of Toronto, served with the Canadian Manufacturers' Association for the period 1920-61, and was Manager of the Legal, Industrial Relations, and Insurance Departments. He attended 14 International Labour Conferences between 1922 and 1956 as the Canadian employer delegate or as an adviser, and he also attended the American Regional Conference in Cuba in 1939. For a time after World War II, he was an employer-member of the ILO Governing Body.

Scholar and longtime student of international affairs, Mr. Macdonnell always took a thoroughly Canadian approach to subjects arising at ILO meetings. He is remembered in ILO as well as in Canadian management, government and labour circles for his high standards of integrity and co-operation through several decades of service to Canada.

Hugh W. Macdonnell

PEACE BASED ON SOCIAL JUSTICE

By A. Searle Leach

President, The Canadian Chamber of Commerce

THE Canadian Chamber of Commerce welcomes the opportunity of participating in the special section of the LABOUR GAZETTE highlighting the 50th Anniversary of the International Labour Organization.

The Chamber subscribes to the fundamental tenet of the ILO, as stated in its constitution, that "universal and lasting peace can be established only if it is based upon social justice." We are also in accord with the ILO's motto: "poverty anywhere constitutes a danger to prosperity everywhere." Representatives of the Chamber have participated loyally in the ILO activities and have sought, by their attendance at meetings, to stress the central role of productivity improvement in economic advance. They have also asserted that the mere passage of legislation does not lead to economic betterment.

For the future programming of the ILO, we believe that a concentration on solid research, and an acceleration of technical assistance to those countries that require it can make the greatest contribution to the important role that the ILO can play in the years ahead.

Photo by Arnott Rogers Batten Ltd. Montreal

A. Searle Leach

THE ILO AND THE WORKERS

By Marcel Pepin

President, Confederation of National Trade Unions

THIS YEAR the ILO is celebrating the 50th Anniversary of its founding. It is well that this anniversary be strongly emphasized. It is also interesting to note that, together with Canada, the 118 member states will mark this event by appropriate programs and celebrations.

Despite the fact that we can justly protest against a few policies of the ILO and point to the routine that sometimes seems to clog its machinery, the Confederation of National Trade Unions is proud to join the many other labour organizations in commemorating this event. The CNTU does not, and has not for a very long time, limit itself to closely following ILO activities, but each year it takes part in the annual conference. In the past, a business agent of the CNTU was able to assist groups of workers from developing countries. The object of this technical assistance, which was provided through the technical services of the ILO, was a better trade union training of workers in the underdeveloped countries. The CNTU is prepared to continue this co-operation, because it considers that one of the major achievements of the ILO has been the setting up of technical assistance programs that have promoted the expansion of the trade union movement, thereby contributing to the respect of men in society.

To effectively achieve solidarity of the workers of all the countries of the world, and in order that this desire for solidarity be not merely a statement of intent, the CNTU proposes to extend its field of activities to the international scene. In this particular effort, the CNTU does not want to ignore such important international bodies as the ILO.

The ILO has brought about many improvements in the living conditions of workers throughout the entire world. It would be superfluous to give a complete list of the Conventions adopted by the International Labour Conference, but I cannot help recalling two: the one concerning hours of work (40 hours a week), and the other guaranteeing freedom of association. These two Conventions and several others have had great impact in several countries. We are aware, however, that the ILO does not have the coercive means to have these Conventions implemented by member states. It appears desirable, therefore, that, in the search for improvement in its structures and efficiency, this problem of the implementation of the Conventions find a real solution in order that the member states can no longer evade their commitments.

Photo by Jean-Louis Frund

Marcel Pepin

The status of countries like Canada, under the national constitution, where the jurisdiction in labour matters is left with the provinces, must be re-examined in terms of relations with the ILO. The conventions adopted by the conference involve our country in a field where it has little jurisdiction, and the provinces who have this jurisdiction are not themselves involved. For the protection of workers, there is high need for early re-examination and correction of this situation.

The tripartite character of the meetings of the conference must be retained, although important improvements are necessary to make procedures less dull and dry. To a certain extent, it is deplorable that the block constitution among the group of workers within the conference prevents the organization from achieving its full potential. The problem affects the very efficiency of the conference and its future role.

It will also be necessary to consider shortly an important structural change in order to ensure that, in all the governing agencies of the ILO, all international tendencies be represented. Otherwise there is a risk that the organization may become a "select club."

Employer and employee representatives are aware that the ILO has become a huge machine. Have we not reached the point where this problem should be resolved soon in order to avoid a situation in which form is more important than substance?

Other constructive criticisms could be made at this time. Nevertheless, the ILO has fulfilled an important mission and provided that some adjustments are made, it can still play a major role in the future concerning the respect of human rights and the improvement of the living conditions of workers. It is in this perspective that we should all work.

Walter A. Riddell

Public Archives of Canada photo

Dr. Walter A. Riddell was a Canadian government delegate at 17 sessions of the International Labour Conference. Dr. Riddell's responsibilities were broadened in 1925 when he became the Canadian advisory officer to the League of Nations, a permanent post in which he was the connecting link between the Government and the League. He was elected as chairman of the Governing Body in 1935, one day after Canada regained a seat on the Governing Body as a result of Germany's withdrawal. In accepting the office as chairman of the Governing Body, Dr. Riddell said the choice was a tribute to the interest Canada had taken in the work of the ILO since it was set up by the peace treaty of 1919 to improve labour conditions throughout the world. Canada's interest, he said, had recently given birth to a great deal of social legislation by the Dominion Parliament, such as the Unemployment Insurance Act.

One of Dr. Riddell's major contributions to the ILO was the innovation of a special balloting system. This was devised to provide equity in decision-making during committee sessions of the general conference. This consists in essence of applying a common denominator figure that embraces the particular total of delegates attending any one particular general conference, and each grouping of delegates is allowed a number of votes in proportion to that total common denominator.

The First Big Step

ANADA as a country came of age
ne First International Labour Con-
ıce held at Washington in 1919
. 1919, p. 1425). The conference in
was an important step toward
national co-operation and the build-
of a labour organization; but it held
ecial significance for Canada and, as
ult, for the other Dominions of the
sh Empire. This conference marked
rst time that Canada had participated
ı international meeting as a full and
pendent state.
ınada's seating at this conference was
of a long evolution toward full
pendence from Britain and full
reignty over her own external policies.
e were still constitutional barriers to
come, but Canada had been accepted
foreign nations as an equal and
pendent state.
ıe ILO was set up under the Treaty of
ailles in 1919 following World War I.
ng the Paris Peace Conferences, a
-country labour commission was
olished to deal with a British proposal
establish an international labour
nization as part of the League of
ons apparatus. Canada, being part
ıe so-called British Empire Delega-
did not have national representation
e Paris Peace Conferences, but there
a Canadian group headed by Sir
ert Borden, the Prime Minister.

Sir Robert had declared that "Canada got nothing out of the War but recognition," and recognition was what she chiefly sought both at Paris and Geneva. He began by securing recognition from the British, the French, the Americans and the new League of Nations for separate Canadian status in the ILO. At Washington the following autumn, Hon. Newton D. Rowell, Acting Secretary of State for External Affairs, let the press and public know that Canada's action in the ILO would be independent of that of the United States.

Recognition in 1919 was not without difficulty. The President of the United States, Woodrow Wilson, invited the ILO to hold its first conference in Washington from October 29 to November 29. He issued the invitation even though the U.S. could not be represented, because the U.S. was not a member of the League of Nations.

Canada was not invited as a country on its own. President Wilson sent an invitation to the British Government and in turn, the British Colonial Secretary wrote to Canada's Governor-General inviting the Canadian Government to take part in the Conference by sending representatives to accompany the British Empire Delegation.

After receiving the invitation through Britain, Prime Minister Borden negotiated with the U.S. Secretary of Labor and later with President Wilson to exert pressure on the British Government. Sir Robert finally succeeded in obtaining their agreement that Canada should attend the Conference independently with her own tripartite delegation.

Of the 39 countries attending the Conference, Canada sent one of the largest delegations, headed by Senator Gideon Robertson, Minister of Labour, and Hon. Newton Rowell. As well, the Government sent 100 advisers, among them, Hon. W. L. Mackenzie King, a former Minister of Labour, and representatives from New Brunswick, Quebec, Ontario, Manitoba, Saskatchewan, Alberta and British Columbia. The employer and worker groups each included one delegate and five advisers, nominated by the Canadian Manufacturers' Association and the Trades and Labour Congress of Canada and appointed by the Minister of Labour. The employer delegate was S. R. Parson, President of the British American Oil Co. and the worker delegate was P. M. Draper, Secretary-Treasurer of the Trades and Labour Congress of Canada.

At the Conference, Mr. Rowell set down Canada's policy toward the ILO that held steadily for many years. He said that even though employer and worker delegates agreed on a point and even though certain government delegates

ILO photo

Organizing Committee of the Washington Conference, London 1919

were to support them on a point, thus creating a majority, the sovereign member states would decide their own social policies individually.

The Washington Conference offered the first platform for discussion of an Italian proposal first presented at Paris in 1919. The draft Covenant called for the regulation of "the international distribution of foodstuffs and raw materials required to sustain healthy conditions of life and industry" in every country. This was the most important debate at the Conference in which Canada was concerned — the discussion of equitable distribution of raw materials. In stating Canada's position, Mr. Rowell said that some may think of the Conference as an international parliament, but that it had no more jurisdiction over the distribution of raw materials than over a way of "navigation to the moon."

Canada voted against the resolution and it was defeated 43 to 40. The Italian delegate complained that the "have" nations voted against his motion and he thought that national selfishness and not the international spirit was dominant at the conference.

The Conference was chiefly remembered, however, for passage of Conventions on hours of work, unemployment, maternity protection, night work for women, minimum age and night work for young people. This brought about in Canada a problem of jurisdiction which went on for several years because of the federal system in Canada. Of the six Draft Conventions adopted by the Washington Conference, three were found to fall within provincial authority and the question was referred to the Supreme Court of Canada in 1923.

At the end of this first general conference, the procedure for communicating the six Draft Conventions had not been clearly established. The Canadian Under-Secretary of State for External Affairs transmitted copies of the Conventions to the Deputy Minister of Labour. They had come addressed to the "Minister of Foreign Affairs." This was later cleared up and the ILO decided to undertake direct communication with the various ministries of labour.

Because the U.S. Senate had not ratified the Treaties of Peace signed at Versailles in June 1919, the United States was not entitled to official representation at the Washington Conference. Representation was extended to the U.S. by courtesy, without the privilege of voting.

U.S. Secretary of Labor W. B. Wilson presided at the opening meeting and was later elected by the Conference as its first president. The three vice-presidents elected were: Rt. Hon. George N. Barnes of Great Britain, nominated by Government delegates; Jules Carlier, Belgium, nominated by employer delegates, and Léon Jouhaux, France, nominated by worker delegates. H. B. Butler of Great Britain was chosen as Secretary-General of the Conference.

During the conference, measures were taken for the creation of the Governing Body of the International Labour Office. The body set up was composed of 12 members representing governments, six members representing employers, a six members representing workers. Car da became a member of the Governi Body as it is an important industr nation.

The office was to be located in Londo England, and Albert Thomas of Fran was elected its Provisional Direct General, with Arthur Fontaine of Fran as permanent Chairman.

The ILO in Wartime

THE FIRST half-century of the ILO has been a continuous saga of unforeseen vitality in unprecedented situations. Among its most striking chapters, the story of the ILO in wartime is, in some respects, the most dramatic.

After the outbreak of war in 1939, Geneva was no longer a possible working centre for the ILO operations. The Axis powers controlled its lines of communications and could at any moment cut it off completely from the free world. Swiss policy, which was entitled to understanding and respect, precluded any ILO activity at or from Geneva that could be construed as unneutral conduct. It was therefore necessary to find a temporary headquarters from which to continue the work of the ILO.

The immediate problem was to retain the full support of both the belligerents who were defending the liberties of Europe and the democratic neutrals in Europe and the Americas. The ILO was conscious of the importance of labour problems in time of war and the acuteness of the social problems that would follow yet another war, especially during the period immediately following the termination of hostilities. It was believed necessary to maintain the continued participation of as many states as possible in the activities of the ILO in order to preserve and perhaps to develop the technique and habit of international collaboration, which might otherwise be lost and which would appear to furnish the only possible basis on which to build up a solid and endur peace.

There were two major political reas for keeping the ILO in active operation its value as a symbol for the future world organization, and its value as instrument for the future of social just

Several locations for a tempor headquarters for ILO operations w suggested. A neutral island in the Atlan such as the Azores, was rejected beca it would be fatal for the organization behave as a refugee. Britain was threatened by invasion, although Brit and exiled government officials in Lond would like to have the ILO work centre in London or perhaps in Oxfo A London-centered ILO, however, wo lose the support of neutral America of the democratic neutrals generally the ILO were set up in the United Sta on the other hand, it would be regar by London and occupied Europe

This article is a condensation of a paper written by C. Wilfred Jenks Principal Deputy Director-General o the ILO, which he prepared especially for the LABOUR GAZETTE to mark the 50th anniversary year of the ILO The complete text of the paper will be published in the LABOUR GAZETTE Part I appears on page 277.

ILO photo

he first wartime home of the ILO at the Presbyterian College on the McGill University ampus in Montreal.

aving fled. In addition, there was strong pposition in Washington to giving the LO anything better than refugee status the United States.

Therefore, Montreal was selected as he base for the temporary headquarters f the ILO, which were set up in late 1940 McGill University. Canada had been a elligerent from the beginning of the war ut lay in the Americas. An ILO centre Canada would therefore enjoy the reatest possible measure of the advanges of both worlds. It would have open ommunications with as much of the orld as remained accessible to the ILO. here would be abundant facilities for formation and publication and it could aintain close contact with the governents on both sides of the Atlantic.

The political value of keeping the ILO being was fully appreciated in the ighest quarters. Just as the creation of he ILO following World War I was made ossible because Lloyd George, Woodrow Vilson and Clemenceau saw in it a major strument of political stability, industial peace and social justice, so its rvival through World War II was made ossible because Franklin Roosevelt, hurchill, Eden, Attlee and Mackenzie ing saw in it a symbol of the continued tality of the ideal of world organization, democratic response to the totalitarian suppression of free trade unionism, and the hope of orderly social progress beyond the strains of wartime and the expectations and social conflicts that they were liable to precipitate in the postwar world.

The ILO was fortunate in its wartime leadership. The strong corporate sense created by Albert Thomas, the first director of the organization, had survived and had been revitalized by John Winant, his wartime successor. Those who served in Montreal during the first years there look back on those years as the "finest hour" of their service in the ILO. With the rarest exceptions, the widely scattered suspended members of the staff of the ILO became the missionaries of its survival.

The ILO was able to survive the war because it was highly relevant to the major preoccupations of the time. It was in a unique position to meet them and was so considered by the labour movement in the free countries, whose cooperation was vital to the war effort and was accepted as such by those with supreme power and responsibility who knew and respected it. The possibility of survival became the fact of survival because successive crises were resolved and readjusted with the boldness or prudence that shifting fortunes required. The ILO, unique in its tripartite structure of government, employers and workers, was the sole body of the League of Nations to survive the cataclysm of the war to provide a link with the past and future international organizations, and was able to expand its reputation, influence and authority, and to become the prototype of the relationship of the specialized agencies to the present-day United Nations.

Tom Moore

Tom Moore, a worker delegate to 10 ILO conventions, joined the United Brotherhood of Carpenters and Joiners of America and held every office in the local, including the presidency. He became general organizer for the brotherhood in eastern Canada. He was president of the Trades and Labour Congress of Canada from 1918 to 1935 and again from 1938 to 1943. During the Winnipeg General Strike of 1919, Mr. Moore led the moderate group, which he counselled to avoid entanglement in the strike. He thereby set a practical and constructive course for organized labour to which, in the main, organizations affiliated with the TLC adhered until its merger with the Canadian Congress of Labour in 1956.

Mr. Moore in 1919 was a member of a royal commission investigating labour conditions. The report of the commission urged the Government to establish old-age pensions and unemployment insurance. He took an active interest in international affairs, attended the first general conference of the ILO in 1919, and was elected to its Governing Body in 1922. He represented Canadian organized labour at the Pacific Relations Conference at Kyoto, Japan, at the British Commonwealth Labour Conference in London, and at the International Federation of Trade Unions meeting in Amsterdam.

A LASTING peace, based on social justice for all persons, is the aim of the International Labour Organization. To achieve this, the ILO does studies, passes Conventions and Recommendations on standards for working and living conditions, and carries out technical assistance programs throughout the world.

The philosophy of the ILO is based on two principles:

- lasting peace can be based only on social justice; and
- poverty anywhere constitutes a danger to prosperity everywhere.

The development of the ILO can be traced back to the early 19th century and the beginnings of the industrial revolution. The first promoter of labour reform through international co-operation was Daniel Le Grand of Switzerland. Although European governments were not ready to listen to him, he tried to induce governments to make agreements and to establish an international code of workers' rights. He also gave particular attention to the problems of child labour and the regulation of hours of work. But it was not until 30 years after his death that the first international action was taken by governments.

The International Workers' Congress held at Geneva in 1866 adopted a resolution reaffirming Mr. Le Grand's belief that international legislative action was needed to improve the position of the worker. The idea gained more and more support. The first international conference on labour was held in Berlin in 1890 where there was discussion of hours of work for women and children and of conditions in mines.

The International Association for Labour Legislation was set up in 1900, with headquarters in Basel, Switzerland. The following year, the Association established an International Labour Office that was financed by voluntary contributions and governmental subscriptions. The Swiss government convened a technical conference, in 1905, to which delegates from different countries discussed safety measures in industry and the employment of women at night.

The next year, a conference of government representatives was held in Berne, Switzerland, and it adopted two Conventions on the subject of the previous conference. One Convention restricted the night work of women in industry and the other prohibited the use of white phosphorous in matches. These were just the beginnings of a long road to the establishing of minimum standards in labour affairs and demonstrated the possibility of social reform through international co-operation.

Belief in international co-operation grew between 1905 and 1914, when U.S. labour leader Samuel Gompers called for a world labour congress. Canada was represented at an international conference for the first time in 1910, when Hon. W. L. Mackenzie King, then Minister of Labour, attended a meeting at Lugano, Switzerland. In 1916, a conference in Leeds, England, attended by labour leaders and unionists from many countries, called for the establishment of an international labour commission to promote labour legislation and a permanent international labour office to co-operate with the one already set up in Basel.

Standards For Social Justice

A lasting peace was being sought after World War I and many delegates to the Paris Peace Conferences in 1919 hoped that this could be brought about by advancing the cause of social justice. As a result, the conference set up a 15-member committee on labour legislation. This committee was to lay the groundwork for a permanent international body. The committee sat for ten weeks and came up with an agreed document which, with some amendments, became the charter for the ILO. And the first meeting of the International Labour Conference was held in Washington that same year.

The ILO was seen by its founders as an organization for raising standards by building up a code of international labo and practice. This standard-setting pra tice has remained of vital importance the ILO even though the ILO has extend its work into many new areas.

One of the most distinctive features the ILO is its tripartite structure. It is intergovernmental agency, but employe and workers as well as governments ta part in its work and have representati at ILO meetings. They have a free vo in debate and can –and often do—disagr with the government delegates and ea other.

Each country belonging to the IL sends four delegates: two governme delegates, one employer delegate and o worker delegate, each with a vote in t International Labour Conference. But f a Convention or Recommendation to adopted, there must be a two-thir majority. The Conference is the supre deliberative body of the ILO, meeting or a year at the Palace of Nations in Gene although meetings have been held Washington, Montreal, Philadelphia, Pa San Francisco and elsewhere.

Conference sessions are attended more than 1,000 delegates, technical a visers and observers. In its work, the Co ference:

- adopts international labour standa in the form of Conventions and Reco mendations;
- adopts the ILO budget and asses contributions of member states;
- elects members of the Governi Body of the International Labour Off every three years; and
- provides a world forum for discussi of social and labour problems.

The ILO's Governing Body is its exec tive council, meeting three or four time year in Geneva. The Body is composed 48 members, with 24 seats for gove ments, 12 seats for employers and 12 se for workers. But 10 of the 24 countries the Body hold permanent seats beca they are "states of chief industrial i portance." They are: Canada, Chi France, Federal Republic of Germa India, Italy, Japan, Britain, United Stat and USSR.

The International Labour Office Geneva is the permanent secretariat, search centre, publishing house and wo headquarters for the ILO. But the IL also works through various bodies, su as regional conferences and committe The permanent staff in Geneva and arou the world numbers more than 2,0 officials who are responsible for the exec tion of a year-round program of int national action to raise living and worki standards.

The ILO's Governing Body is empower to elect the Director-General of the IL

ILO photo

ILO's founding fathers at the birth of the organization in Paris shortly after World War I.

nd supervises the work of the Inter-ational Labour Office. The Director-eneral also acts as Secretary General of ie Conference. Since its foundation in 919, the ILO has had five Directors-eneral. The present one is David A. Iorse of the United States, who was ected to the post in 1948 and has sub-equently been re-elected twice.

Membership in the ILO is given to any ember of the United Nations, but other ountries may be admitted by a two thirds ote of the Conference. The ILO was riginally part of the League of Nations ut became the first specialized agency of ie U.N. when the U.N. was formed in 946.

Permanent and temporary committees nd commissions play an important part the structure and function of the ILO. wo of these bodies, the Committee of xperts on the Application of Conven-ons and Recommendations and the Com-ittee of Social Security Experts are com-osed of independent persons of inter-ational standing. Other groups of experts advise on particular labour questions.

In addition, the ILO in 1945 started a new venture by setting up its first Industrial Committees. The international industrial committees are designed to deal with the labour and social problems of major industries of world importance. Canada is a member of eight of them. They are: Inland Transport, Coal Mines, Iron and Steel, Metal Trades, Petroleum, Building, Civil Engineering and Public Works, Chemical Industries, and Advisory Committee on Salaried Employees and Professional Workers. Other committees are responsible for textiles and work on plantations.

The agenda at the first meetings of these industrial committees considered:

- the social problems of the industry during the period of transition from war to peace; and
- future international co-operation concerning social policy and its economic foundations in the industry.

But the role of these committees has gone beyond the original terms of reference. Since 1945, these industrial committees have sent hundreds of reports to the ILO Governing Body. The conclusions contained in these reports have often served as guides of action by ILO bodies, public authorities, employers' associations and trade unions. Conclusions have been used as the basis for such things as a Recommendation on the minimum age for working underground in coal mines and for a Convention and Recommendation on conditions of employment for plantation workers.

Besides these committees, the ILO convenes *ad hoc* meetings to study problems in other industries. Other ILO bodies include: the African and Asian advisory committees; the Inter-American Advisory Committee; the Joint Maritime Commission; and the Permanent Agricultural Committee.

Whatever form ILO activities take, their one common aim is to help member countries in their drive for progress. The ILO guides and recommends, it does not impose solutions.

The ILO and Human Rights

ILO

THE RIGHT TO WORK — A Convention adopted in 1964 encourages productive work for all, free from discrimination.

THE International Labour Organization was set up in 1919 to bring governments, employers and trade unions together to seek ways to protect the rights of individual workers and their families throughout the world.

The recognition that the inalienable rights of all human beings form the foundation of world freedom, justice and peace inspired the Universal Declaration of Human Rights adopted by the General Assembly of the United Nations in 1948 (L. G. 1948, p. 273). But the concept of human rights has not remained static. It has evolved and broadened until it now includes rights and liberties that were not considered fundamental in the p Earlier texts were mainly concerned w civic and political rights, but the U versal Declaration now equally recogni economic, social and cultural rights.

The International Covenant on E nomic, Social and Cultural Rights a the International Covenant on Civil a

ILO photo

THE RIGHT TO BE FREE FROM DISCRIMINATION — This most flagrant form of racial discrimination was formally condemned by the ILO in its 1964 Declaration concerning the policy of aparthied in the Republic of South Africa.

ILO

THE RIGHT TO BE FREE FROM FORCED LABOUR — The adopted a Convention in 1930 to suppress all forms of compul labour, but recruitment of labour is still forced in some part South Africa.

ILO photo

HE RIGHT TO GET EQUAL PAY FOR EQUAL WORK — The ILO eeks positive ways to help women workers, who make up a third f the world's labour force, to achieve positions of practical equality on the labour force. A 1951 Equal Remuneration Convention calling for implementation of the principle of equal pay for work of equal value has been ratified by 60 member states.

olitical Rights are intended to lay down s standards of international law — to ecome binding by ratification — the ghts proclaimed in the Universal Decla- ation. Many of these rights call for action ithin the scope of the ILO:

- the right to equality and freedom rom discrimination;
- the right to work, to free choice of employment, to just and favourable conditions of work, to protection against unemployment;
- the right to fair remuneration and equal pay for equal work;
- the right to form and join trade unions, the right to rest, to limitation of working hours and to holidays with pay;
- the right to social security; and
- the right of mothers and children to care and protection.

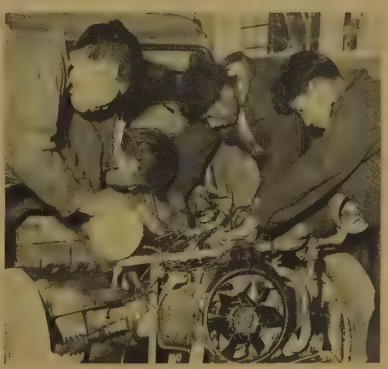
ILO photo

HE RIGHT TO HEALTH AND SELF-ULFILMENT — Many ILO Conventions otect the rights of women and children. ne ILO unanimously adopted in 1965 a ecommendation to ensure that women who ant to work could do so in spi e of family sponsibilities. It urged the systematic evelopment of child-care facilities to meet own needs.

Canada is one of 63 countries that have ratified the ILO Convention on discrimination in employment. Adopted by the Conference at its 42nd session on June 25, 1958, and ratified by Canada on November 26, 1964, Convention 111, Discrimination in Respect of Employment and Occupation, bars discrimination in employment on the grounds of race, colour, sex, religion, political opinion, national extraction and social origin. By doing this, Canada assumed an obligation to "declare and pursue a national policy designed to promote, by methods appropriate to national conditions and practice, equality of opportunity and treatment in respect of employment and occupation, with a view of eliminating any discrimination."

The ILO has pledged continued co-operation with the United Nations in the promotion of universal respect for and observance of human rights and fundamental freedoms on the basis of the dignity and worth of the individual.

The federal Government and most of the provinces have enacted positive anti-discrimination legislation aimed at "equal opportunity in employment regardless of race, colour, religion or national origin." Although it may not be possible to completely eradicate discrimination by law or prejudice by education, many forms of discriminatory conduct and many forms of prejudice may be greatly lessened through such action.



ILO photo

THE RIGHT TO LEARN MODERN TECHNOLOGY — The ILO, with three other UN agencies, UNESCO, WHO and FAO, has been quietly at work since 1954 among the descendants of the Incas. Isolated on the Altiplano, a high Andean plateau, at altitudes of up to 12,000 feet, these 7 million persons seemed to have been left behind by time. Now, programs of education and vocational training, improved housing, hygiene and food production, are slowly but surely bringing the Andeans into the stream of modern life.

Worldwide Technical Assistance Programs

THERE is a great deal that can be done by Canadians to help in the development of the underpriviledged societies of the world, says R. H. VanDusen, a Canadian industrial accountant working in the International Labour Office's technical assistance field. He is one of more than a dozen Canadian experts presently working abroad under ILO technical programs, which account for more than half of the organization's work.

Among the areas in which Canada has assisted in the technical assistance program are manpower planning and assessment, management development, worker education, vocational training, industrial relations, vocational rehabilitation for the disabled, and instructor training. Canadian experts have been working in more than 20 countries, including Greece, Egypt, India, Israel, Burma, Philippines, Korea and Viet-Nam. The biggest growth in ILO operations in the technical assistance field has been in the Special Fund sector operated in co-operation with the United Nations Development Program (UNDP). At the beginning of 1967, a total of 82 Special Fund projects had been assigned to the ILO. Of these, 58 were already in operation. Total allocations for the 82 projects is about $70 million. With government counterpart contributions, the total sum involved is expected to be nearly $200 million. Canada's contribution to these projects in 1968 amounted to $834,492.

The Canadian experts have been working in a variety of assignments. Mr. VanDusen, who is now in Kingston, Jamaica, served for a year in Damascus, Syrian Arab Republic, with the Management Development and Productivity Centre operated by the ILO under the UNDP Special Funds project. He writes:

"My assignment in Syria was to aid in increasing the productivity of the industrial sector of the country by supplying professional aid to the enterprises in Syria. We carried out consulting assignments in both large and small companies with an aim to teaching the people modern techniques for business decisions. At the centre, each international expert is assigned two counterparts who work with him on all assignments. The ultimate aim is for them to eventually take over the operation of the centre and continue its functions as an aid in improving local economic conditions. Our mission in Syria consisted of a team containing experts of all of the principal areas of management — general, production, marketing and financial. This balanced approach is used because experience has shown that the increasing of the productivity and efficiency of an operation cannot be achieved by the improvement of one particular area of activity only."

Lloyd J. Crabbe, a Canadian educator, has been on three ILO technical assistance projects. In Madras, India, Mr. Crabbe in 1963 aided in the development of a cadre of instructors for apprenticeship training and skill development for thousands of new workers for the expansion of the country's industries. "For the first time, these thousands of young people were in a position to receive vocational training formerly denied them. The highlight of our involvement was the satisfaction of seeing graduating classes of some 20 young men, 22 to 28 years of age, leavin the institute highly motivated, frequentl of a higher calibre than their nationa instructors — each equipped with teaching package that would permit the to immediately fit into their local situa tions, the Industrial Training Institutes

Mr. Crabbe's second assignment was Skopje, Yugoslavia, shortly after t devastating earthquake the town suffere in 1963. "If you can imagine," he says, " city the population of Ottawa with some to 90 per cent of all buildings with the sca of the results of the earthquake. Th situation in Canada would probably r quire the moving into the Ottawa ar the majority of construction trades peop from the whole country. Skopje certain didn't have the people.

"The problem was to set up a traini centre for semi-skilled, skilled and supe visory personnel in the building trades. broad package of training was requir for some 19 areas. Simultaneously, pr grams were developed for instructo

R. H. VanDusen (centre), Canadian technical advisor to the Management Development a Productivity Centre, Damascus, participates at the opening ceremony of a seven-week cou he conducted in 1967 on Management Accounting at the Syrian capital. With him are S. Nassri (standing), his Syrian counterpart, Dr. Abdullah Sallouta (with glasses), and A. Habab, Syrian Director of the Centre.

Three women (left) from the Ghasghai tribe of Iran operate their loom. The wooden trestle that holds the cord harnesses must be moved as the fabric lengthens. When the tribe wishes to move, the trestle must be dismounted, the warp and harnesses rolled and loaded on camel back. A new loom is designed to replace the ones previously used by the Iranian weavers. It could increase the amount of weaving done from 5 to 60 times. The equipment could be manufactured by local workers from small kits containing construction plans and all pieces that the village carpenter cannot make, and be made available at a low price.

upervisors, foremen and workers through scheme of training that continued rough 15 hours a day. With begged or orrowed equipment and company con-ruction site facilities, the national and ternational staffs had several hundreds f graduates even before the full arrival f the ILO (U.N. Special Fund) equipment nd full international team of experts."

Mr. Crabbe is now in Seoul, Korea, orking with the newly formed Office of abour Affairs in the Korean Ministry f Health and Social Affairs to develop a road national plan for manpower de-elopment. "The broad emphasis is on echnical expertise from international ources and equipment for instructor and upervisor training. The initial assignment volves developing not only the broad lan but in detail the development of a equest for U.N. assistance in setting up nd equipping a central Vocational raining Institute."

Ray Gaudreau, who is on loan to the LO technical assistance program from ie Canada Department of Labour, is urrently in Kuala Lumpur, Malaysia. He as been assigned to the Ministry of abour of Malaysia to review their re-earch and statistical requirements. "This a developing country," he says, "and s needs for labour information are anging with its economy." Mr. Gau-reau has discussed labour statistics needs ith government officials, trade union fficers and management representatives. e has developed a cycle of occupational urveys of employment, rates of pay and arnings in industry to obtain the much-equired information and to set up a ool" to train local personnel in modern atistical methods of work.

Robert Leclerc spent six months in Iran order to find some method of improv-g hand-weaving techniques. This was equested by the ILO, which had been advised by the Iranian Government that weavers were facing a situation in which they had to compete with the problem of industrialization.

Mr. Leclerc's task was to search for methods of improving the quality of the weave and speed production of the textiles. The actual salary of an Iranian weaver is between 17 and 50 rials a day (75 rials = $1 U.S.). The more clever ones might earn up to 100 rials a day. Under the program, the weavers were encouraged to build a new frame loom that would be easier to operate and would allow the weavers to work confortably. The loom being permanently adjusted, time would be saved and production raised by 50 to 80 per cent, and at the same time give a better quality to the material. "This suggested loom" he points out, "would allow weavers to weave a material as much as 60 inches wide, at an average speed of 55 shuttle crossings a minute. The present average is about 35 shuttle crossings a minute. These new methods will allow them to give more time to weaving, as co-operatives will prepare thread ready to be placed on the loom, thus saving many days of idleness between each piece of material. When the complete program will be in progress, production will be 250 per cent higher than it is today."

Steve Dembicki, a Canadian who received his Master of Engineering degree from McGill University, has been assigned to the National Institute for Training in Industrial Engineering in Bombay, India, as a consulting engineer under the technical assistance program. Mr. Dembicki was assigned to this project from its beginning in August 1963. Since then, staff has been recruited and developed into a working unit. Since March 9, 1964, when training courses started, more than 2,500 participants have been trained in various industrial engineering subjects over a period of 773 course weeks.

Mr. Dembicki, the ILO Chief of Project, stresses the human aspects of management and the less dramatic but effective preventive approach to industrial engineering. He writes: "The strength of the institute lies in the calibre of its faculty of which there are currently 13 Indian members plus a director. During the five years of ILO/UN assistance, 15 international specialists have contributed to the project, and four are on assignment at the present time."

Leslie J. Shehan is working in Madras, India, at the Central Institute of Plastics, Engineering and Tools. The project is a United Nations Development Program (Special Fund) project operated by the ILO. "The object of the project," Mr. Shehan says, "is to train highly skilled plastics mouldmakers, mould designers and plastics engineers for the rapidly developing plastics industry in India. It also acts as a consultant to the industry and is a source of advice to those members of the industry interested in obtaining it. Basically, it is one segment of a general program of advanced training being carried out in India at the moment." By the end of the year, the training facilities will be housed in a new building presently under construction. The Institute's program of training is based entirely on the commercial manufacture of moulds, tools and dies, which will be used by the industry.

"From a personal point of view," Mr. VanDusen sums up, "it is very encouraging to guide and train your local counterparts in techniques perfected and used in our own countries to their advantage, and then discover them selling these same ideas to members of their business community."

"The Gates Should Stand Open"

The ILO Looks at a Woman's World

ABOUT a third of the world's labour force is made up of women. And in the world as a whole, 27 out of every 100 women are working outside their homes.

In the developing countries of Africa, Asia, the Middle East and Latin America, the great majority of employed women are in agriculture. They do almost every kind of work connected with crop production and livestock and poultry breeding. They work on family holdings as hired workers, sharecroppers or plantation workers and play a major part in the production of handicrafts, either for family use or for the market.

The growth of industry is widening employment and career opportunities for women and bringing them into all kinds of jobs at almost all levels of the occupational structure. They are being drawn into manufacturing work and into commercial and service occupations. They are gaining access to the professions and moving into skilled and responsible jobs in all fields. Increasingly they are finding work of a kind that men and women do side by side. Old distinctions between "men's work" and "women's work" are breaking down.

In recent years, the numbers and proportion of married women in the labour force have been increasing rapidly. Many married women work because they want to contribute to higher family living standards or to give their children a chance for better and higher education. In some cases, there is a labour shortage and it is an economic necessity for the community. Whatever the motive, the increase in the number of married women working outside their homes poses new problems for the community, for the family, and for the women themselves.

In its early days, the International Labour Organization was concerned with protecting women against exploitation. The ILO's first General Conference, held in Washington in 1919, adopted international standards providing for maternity protection and limiting the employment of women at night in the interests of their health. At that time, women workers were vulnerable and in many countries their conditions of employment were deplorable, a serious menace to their health and the future health of their children.

In recent years the program has been broadened and aimed more directly at helping women to attain better training and equal opportunities, and to prevent them from becoming a special category of workers particularly liable to abuse.

Almost all the ILO Conventions establish international standards that are equally applicable to men and to women. The standards cover employment and unemployment, conditions of work, freedom of association and industrial relations, occupational health and safety, welfare, social security. The speci "women's" Conventions are: Materni Protection, 1919, Revised 1952; Nig Work (Women), 1919, Revised 1934 a 1948; Underground Work (Women 1935; and Equal Remuneration, 1951.

In 1919 only one country had fixed t minimum period of maternity leave at weeks, the standard set by the ILO Co vention. Today some 50 countries ha established this minimum for extensi categories of wage and salary worke and in some cases a longer period leave has been set. When the Conventio was approved in 1919, only six countri prohibited the firing of a woman duri maternity leave. Today about 50 cou tries do so.

The ILO in 1965 unanimously adopt a Recommendation to ensure that wom who want to work could do so in spi of family responsibilities. The Recor mendation urges the systematic develo ment of child-care services and faciliti to meet known needs, and asked th public and private organizations gi consideration to such matters as orga ization of public transportation, harm nizing of working hours, school and chil care facilities, and development of hom aid services.

The General Conference in 19 adopted a Convention calling for "equ pay for work of equal value." The Equ Pay Convention has now been ratified

l member countries of the ILO. And ere has been a growing acceptance of e equal pay principle in a number of untries that have not ratified the Con-ention.

The Discrimination in Employment and ccupation Convention, which was adopt-l by the Conference in 1958, outlines e principle of non-discrimination in nployment and occupation on the rounds, among others, of sex. Various pproaches to wiping out discrimination e suggested—abolishing discrimination law, seeking employer-worker co-peration, and having the government t a good example. The Discrimination onvention has already been ratified by l countries. Canada ratified it in 1964, ubject to reservation regarding sex. The LO is creating special machinery for the nplementation of a comprehensive pro-ram of special measures, including an tensive promotional and educational rogram, the preparation of a compre-ensive factual study, model statutes and dministrative regulations, and the es-blishment of an international clearing ouse for information and documentation n discrimination in employment.

A number of ILO Conventions and ecommendations contain provisions that eek to help the woman worker to obtain good vocational background. The Panel f Consultants on the Problems of Women Vorkers, which met in 1959, underlined ne importance of scrutinizing the impact f technological change on women's nployment opportunities with the idea f adapting training facilities to the rospective requirements of women orkers.

Other ILO Recommendations provide or the participation of women in the dministration of social legislation. A 923 Recommendation favoured women n labour inspection staffs. Another ecision in 1928 recommended the inclu-on of women in wage-fixing bodies. A 933 Conference urged that women should e represented adequately in the ad-inistration of invalidity, old-age, and idows' and orphans' insurance.

A resolution adopted in 1964 urged ne ILO member states to set up a central unit for co-ordinating research, planning, programming and action on women workers' needs, opportunities and problems. The unit would be used also to develop arrangements for consulting employers' and workers' organizations and for disseminating information on all aspects of workers' employment and conditions of work.

Addressing the 1923 Conference in Geneva, to which she was a Canadian government delegate, Miss Caroline Carmichael, President of the National Council of Women of Canada, said: "The broader the joint basis on which men and women work together, the better will be the specialization each side develops, and the more satisfactory for the community as a whole will be the sum total of the work carried out. We ask that the gates should stand open and that to pass through them there should be but one test, that of fitness and capacity."

More and more, women are leaving their looms for the factory and office.

The ILO's Concern for Youth

ILO photo

Poverty and lack of schools drive children prematurely into the world of work.

MUCH has been done in the last 50 years to wipe out child labour. It is practically non-existent today in the industrial countries, but child labour — work by children under 14 and 15 years of age — is still a grave social evil in the countries just entering the path of social development. In the industrial countries, only 1 per cent of children under 15 work, but in southern Europe, the Middle East, and in many Latin American countries, the percentages range between 4 and 15 per cent.

The ILO has been in the forefront of international efforts to abolish child labour. Its work has had a persistent influence on national policies and practices, and ILO minimum wage standards have been widely accepted by member states. A resolution adopted by the ILO Conference in 1945 calls on governments to take as a goal the gradual raising of the minimum work age to 16 years, and a number of governments have already achieved this goal.

Two basic problems of child labour are poverty and lack of schools. Until more is done to raise family living levels, and to make compulsory education a social reality, children will be driven prematurely into the world of work and will need protection from exploitation and abuse.

Three key elements form the core of the ILO's program of youth service in the manpower field: help in choosing work, help in finding work, and help in preparing for work.

The ILO has spelled out basic standards for the development and organization of vocational guidance facilities, and has suggested the basic principles and methods of vocational guidance for young persons. In addition to setting standards, it provides technical co-operation in organizing, selecting, and developing suitable methods techniques and materials for vocational guidance work.

Finding a job is not simple in our increasingly complex and fast-changing economies. The ILO recommends special youth placement arrangements within the framework of the general employment service. This meets the need for skilled and specialized job advice, placement and follow-up. It also ensures that youth has access to the full range of employment opportunities open to all workers available through the employment services.

One serious problem is the lack of job training for teen-agers in developing countries where a low level of education is coupled with limited resources and an insufficient amount of traditional training. The ILO has helped some of these countries to develop prevocational training projects in which early school-leavers are given general elementary education along with training in specific skills. Usually these courses last no longer than a year.

In many parts of the world, positive policies for youth at work are "underdeveloped". Too many young people are still working in dangerous or unhealthy occupations and they are still working overlong hours, without adequate weekly rest, without paid holidays and vacations. Although doing the same work as adults, they may be paid only a fraction as much, and they may not be covered by the social security provisions applicable to adult workers. Finally, when young workers reach "adult" status, they may be summarily dismissed from employment and have to start all over again at another place.

Aware of these problems and the importance and difficulty of meeting them, the ILO promotes positive youth employment and training policies aimed a ensuring that young people find suitabl work and are trained and properl equipped for the job. It has built up comprehensive set of labour standard applicable to youth at work, and it developing an active technical co-opera tion program aimed at helping govern ments develop labour standards an policies for young workers. Opportunitie are provided for the exchange of views o the working conditions of the young on regional and on a worldwide basis. Th ILO also makes available articles, repor and other material on questions in portant to working youth.

Paul Goulet

Paul Goulet was the original "labour ambassador" of Canada, and attended many International Labour Conferences and Governing Body sessions in Geneva from the time in 1947 when the Department of Labour assumed responsibility for ILO matters until his retirement in 1963. Before this, he was Associate Director of National Selective Service from 1942 on, and became Assistant to the Deputy Minister as well as Director of the ILO Branch in April 1948.

He also forged strong ties of co-operation between the Department of Labour and other federal departments, with the International Labour Office and its Canada Branch, with national and international employer and union organizations, and with the provincial departments of labour. To Paul Goulet can be credited in large measure the high esteem in which Canada is held in the International Labour Organization and its member countries up to the present day.

World

Employment

Program

ILO photo

One of nearly 5,000 small co-operatives spearheaded by ILO work in Ceylon.

Narrowing the Economic Gap

WO harsh facts of the modern world
ow the need for a world employment
ogram:

• economic progress in developing
untries, though perceptible, is slow; the
between poor and rich gets wider
ry day;

• the population explosion in these
untries impedes progress and, in most
them, more than half of the benefits of
reased production are absorbed in
rely maintaining existing levels of
ng — low as they are — for more and
re people.

The aim of the World Employment
gram, which the International Labour
ganization has established for its 50th
niversary year, is to reverse the trend
ard ever-growing masses of peasants and slum dwellers who have no part in development. The program will seek to achieve this by providing these people with the skills needed for productive work, through rural development, industrialization, youth employment schemes, investment and international trade, and by enabling developing countries to use more of their human resources in bringing about a higher rate of development.

How will the program be carried out? Initially, a statement of needs for creating employment and forming skills will be drawn up along with proposals for measures that must be undertaken by individual countries and international organizations to achieve the aims. Then, action will come.

Targets will be set up, based on detailed research. The ILO now has teams in Latin America, Asia and Africa to assemble and consolidate data and estimates country by country. When this data is collated, programs of action will be drawn up for each region, subregion, or individual country.

The ILO's resources are limited, however, and the results of its programs will take years to come to fruition. But by its research and assistance in setting up pilot projects, it can stimulate individual countries and regions to plan employment programs. The ILO establishes the methodology, but the real results come about through co-operation among various international agencies and programs that the countries themselves implement.

Quite a significant turning point came

at the time of the ILO 8th American Regional Conference, held in Ottawa, in September 1966. The "Ottawa Plan" (L. G., Oct. 1968, p. 588) for human resources development was adopted, setting forth a unified approach to the problem involving surveys, target-setting, and integration of human resources projects with national development plans and more systematic review and evaluation of projects and programs than had ever before been contemplated.

The Ottawa Plan is a regional plan. A similar plan was agreed upon for the Asian region at the 6th Asian Regional Conference in Tokyo, in September 1968 (L. G., Feb., p. 83), and another such plan will be set up for the African region. Taken together, these three regional plans form the World Employment Program.

The ILO's Ottawa Plan for Latin America and the Caribbean region is under way and is the forerunner of other phases of the World Employment Program. Many technical projects are already under way in the area, and the Ottawa Plan is trying to fit these projects into manpower planning programs and to develop future technical co-operation activities. Other agencies that have agreed to take part in the operation are: the United Nations Economic Commission for Latin America; the Latin American Institute for Economic and Social Planning; the Inter-American Development Bank; the Organization of American States (OAS); the United Nations Food and Agriculture Organization (FAO); and the United Nations Educational, Scientific and Cultural Organization (UNESCO).

The driving force in the campaign will be a 12-man inter-agency team based in Santiago, Chile, under ILO leadership. The ILO itself is providing five experts for the team.

In 1968, the ILO committed itself to a similar plan for Asia. The objectives of the plan were approved at the Asian Advisory Committee at Singapore in 1966, and work is now afoot for the realization of these objectives.

The first part of the plan will be to gather data and research on manpower assessments, planning, employment and training problems. Next, targets will be set for employment, vocational, technical and manpower training in relation to human and other resources. Then, the organization will consider policies to attain these goals and decide on the external aid needed.

As in all regional programs, the ILO will promote regional co-operation by making an inventory of existing facilities for training manpower planners, key management personnel and vocational instructors. This will be followed by the development of appropriate regional institutions, such as an institution for manpower planning and advanced training. The plan will be directed by a standing tripartite Asian Manpower Commission to ensure the plan's continued progress and co-ordinate it with other international regional bodies.

At the 6th Asian Regional Conference, a resolution endorsed the plan and called it a framework for national, regional and international action concerning employment and manpower policies and programs. The main purpose will be to provide a means of stimulating such action and to co-ordinate the development assistance to the Asian region in the field of employment.

The conference called on the developing nations of Asia to provide for:

- an increase in employment through a modernization of the rural sector;
- development of skills through an improvement of vocational training;
- optimum use of manpower through vocational guidance and incentives; and
- development of natural resources and the expansion of intra-regional trade.

ILO photo

The ILO's aim is to trap the treasures of the earth's human and natural resources.

Patrick Martin Draper

Patrick Martin Draper began work as a printer's apprentice and was one of the original members of the staff of the Government Printing Bureau in Ottawa, which he joined as a compositor in 1888. He joined Local 102, International Typographical Union and was secretary-treasurer of the local in 1891 and president from 1893 to 1920 and again from 1928 to 1943. In 1897, Mr. Draper was the dominant figure in the reorganization of the Ottawa Allied Trades Council, which became known as the Ottawa Allied Trades and Labour Association. In 1921, he was appointed director of printing at the Queen's Printer, and retired in 1933.

Mr. Draper was the Canadian worker delegate at seven conferences of the ILO. During World War I, Mr. Draper served as a trusted adviser on labour matters to Sir Robert Borden, whom he accompanied to the Versailles Peace Conference in 1919 as a member of the Canadian delegation. From deliberations at Versailles followed the formation of the ILO. As the worker delegate from Canada to the first ILO Conference in Washington Mr. Draper was elected to the Governing Body of the organization. Paddy,' as he was called, was perfectly bilingual and was very popular with his fellow unionists throughout Canada.

A New Language

in International Affairs

CONVENTIONS and Recommendations are the tools used by the International Labour Organization to carry out its program to improve the conditions of Labour throughout the world.

The Preamble of the ILO Constitution was formulated in the Treaty of Versailles in 1919 in order to make the ILO an integral part of the peace settlement to World War I, and still lies at the heart of all of the ILO's work. The preamble states that conditions of labour existed involving such injustice, hardship and privation to large numbers of people as to produce unrest so great that the peace and harmony of the world are imperilled." The preamble goes on to state that "an improvement of those conditions is urgently required: as, for example, by the regulation of the hours of work, the prevention of unemployment, the provision of an adequate living wage, the protection of the worker against sickness, disease and injury arising out of his employment, the protection of children, young persons and women, provision for old age and injury, protection of the interests of workers when employed in countries other than their own, recognition of the principle of freedom of association, the organization of vocational and technical education, and other measures." This was new language indeed in international affairs.

The main task facing the founders of the organization 50 years ago was the improvement of living and working conditions by establishing a comprehensive labour code of law and practice. The founders believed that standards laid down through the joint efforts of governments, management and labour would help to build a world safer for peace and prosperity.

The newborn organization lost no time in getting down to work. At the first International Labour Conference in Washington in 1919, worker, employer and government delegates from 41 countries adopted six Conventions to meet urgent major social needs of the time. Almost 50 years have passed, years in which the number of ILO member states has increased from the original 45 to a present total of 118, years of unceasing effort to reach the goals of the organization.

ILO activities today are in many respects different from those of the organization's early days, but one of its principal efforts continues to be the setting of standards to improve living and working conditions.

Some 260 international labour instruments have been adopted by the International Labour Conference — 128 Conventions and 132 Recommendations.

Ratification of Conventions by member states creates binding obligations upon these states to put the provisions into effect. Recommendations, on the other hand, are not intended to be binding but to provide guidance as to social policy, legislation and practice. A member country need not ratify a Convention even though its government representatives to the ILO may have voted for adoption; the member state is obliged, however, to bring all new Conventions and Recommendations to the attention of its appropriate legislative authority for a decision as to the action to be taken. When a state has ratified a Convention, it must report to the ILO at regular intervals on the measures taken to implement the Convention's provisions. The Conventions are drafted as a model for legislation to be implemented by the member governments upon ratification. The ILO keeps a vigilant eye on the manner in which governments are carrying out their obligations under ratified Conventions. Permanent machinery exists for this purpose, and during the past five years, there were about 400 cases in which governments took steps to bring national legislation and practice into conformity with ratified Conventions.

The Conventions and Recommendations form the *International Labour Code*, which now runs to a thick volume of more than a thousand pages. The standards embodied in the Code affect many aspects of the everyday lives of working people from the cradle to the grave. They range over a wide field of social problems, including basic human rights questions (such as freedom of association, abolition of forced labour, and elimination of discrimination in employment), industrial relations, employment policy, social security, working conditions, occupational safety, and labour administration.

The number of ratifications has been increasing rapidly in recent years and now runs to 3,400. But ILO standards have an impact far exceeding the number of ratifications. The *International Labour Code* represents a pool of accumulated experience available to countries at all stages of development. It has been, and will continue to be, a major influence on the development of progressive and enlightened social legislation everywhere.

Gideon Decker Robertson

Senator Gideon Decker Robertson was the first representative of organized labour to be appointed to the Senate, and also the first Senator to become Minister of Labour. He took an active interest in labour union affairs, holding several high offices in the Order of Railroad Telegraphers. Senator Robertson displayed exceptional ability as a mediator in labour-management disputes during the war years, and as Minister of Labour from 1918 to 1921 and again from 1930 to 1932, he offered his good offices to help restore peace during several strikes, especially the Winnipeg General Strike of 1919.

Senator Robertson often represented Canada at Geneva on the ILO. He was elected president of the ILO conference in 1932, the first Canadian to be accorded this honour.

Canadian Delegates to International Labour Conferences

CANADIAN DELEGATES

Conference	*Government Delegate*	*Employer Delegate*	*Worker Delegate*
1st, 1919	Senator Gideon D. Robertson, Minister of Labour. Hon. Newton W. Rowell, K.C., M.P., President of the Privy Council of Canada, and Acting Secretary of State for External Affairs.	S. R. Parsons, President, British American Oil Co., Ltd.	P. M. Draper, Secretary-Treasurer, Trades and Labour Congress of Canada.
2nd, 1920	Phillippe Roy, Commissioner General for Canada in France. Georges J. Desbarats, C.M.G., C.E., Deputy Minister of Marine.	Thomas Robb, Manager, Shipping Federation of Canada.	Joseph C. Gauthier, President, National Association of Masters, Mates and Pilots of the International Seamen's Union of America.
3rd, 1921	Gerald H. Brown, Assistant Deputy Minister of Labour. J. Obed Smith, Superintendent of Emigration, London.	S. R. Parsons, ex-President, Canadian Manufacturers' Association.	Tom Moore, President, TLC.
4th, 1922	Hon. James Murdock, Minister of Labour, Member of the ILO Governing Body. Hon. Ernest Lapointe, Minister of Marine and Fisheries.	W. C. Coulter, Booth-Coulter Copper and Brass Co., Ltd., Toronto.	Tom Moore.
5th, 1923	Phillippe Roy. Miss Caroline Carmichael, President, National Council of Women of Canada.	J. H. Sherrard, Chairman of the Board, Simmons Ltd., Montreal.	Tom Moore.
6th, 1924	F. A. Acland, Former Deputy Minister of Labour. Mrs. Charles H. Thorburn, Vice-President, National Council of Women.	Melville P. White, Canadian General Electric Co., Ltd., Toronto.	Tom Moore, President, TLC; Member of the ILO Governing Bod
7th, 1925	H. H. Ward, Deputy Minister of Labour. Dr. W. A. Riddell, Dominion of Canada Advisory Officer, League of Nations, Geneva.	John Lowe, General Manager Montreal Cotton Co., Ltd., Valleyfield, Que.	P. M. Draper.
8th, 1926	Dr. W. A. Riddell. Lucien Pacaud, Permanent Secretary to the Office of the High Commissioner for Canada, London.	Thomas Robb.	Tom Moore.
9th, 1926	Dr. W. A. Riddell. Lucien Pacaud.	Thomas Robb, Manager and Secretary, Shipping Federation of Canada; Member of the Joint Maritime Commission of the ILO.	Tom Moore.
10th, 1927	Dr. W. A. Riddell. R. A. Rigg, Director of Employment Service, Department of Labour.	W. C. Coulter, Vice-President and General Manager, Booth-Coulter Copper and Brass Co., Ltd., Toronto; Director of the CMA.	P. M. Draper.

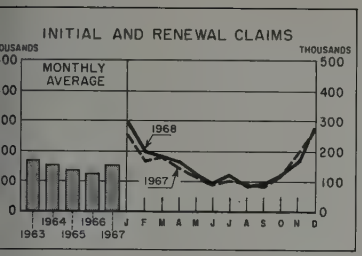
onference	*Government Delegate*	*Employer Delegate*	*Worker Delegate*
th, 1928	Hon. Peter Heenan, Minister of Labour; Member of the ILO Governing Body. Dr. W. A. Riddell.	H. H. Champ, Steel Company of Canada Ltd., Hamilton, Ont.	Tom Moore.
th, 1929	Dr. W. A. Riddell. Mrs. Mary Ellen Smith, Vancouver, B.C.	W. C. Coulter.	P. M. Draper.
th, 1929	Dr. W. A. Riddell, Dominion of Canada Advisory Officer accredited to the League of Nations; Member of the ILO Governing Body. James E. Tighe, Vice-President, Longshoremen's Association, Saint John, N. B.	A. L. MacCallum, Manager and Secretary, Shipping Federation of Canada.	R. J. Tallon, Vice-President, TLC.
th, 1930	Gerald H. Brown, Assistant Deputy Minister of Labour. Dr. W. A. Riddell.	Major John H. Roaf, Chairman, British Columbia Division of the Canadian Manufacturers' Association.	Tom Moore.
th, 1931	Hon. G. H. Ferguson, High Commissioner for Canada in London. Dr. W. A. Riddell.	H. W. MacDonnell, Secretary, Industrial Relations Dept., CMA.	P. M. Draper.
th, 1932	Senator Gideon D. Robertson, Member of the ILO Governing Body.	Melville P. White, Canadian General Electric Co., Industrial Relations Dept., CMA.	Tom Moore.
th, 1933	Dr. W. A. Riddell. Dr. P. E. Renaud, Secretary, Canadian Advisory Office, Geneva.	A. R. Goldie, Chairman of the Industrial Relations Committee of the CMA; President, Babcock, Wilcox and Goldie-McCulloch, Ltd., Galt, Ont.	James Simpson, Vice-President, TLC.
th, 1934	Dr. W. A. Riddell. Dr. P. E. Renaud.	W. D. Black, Vice-President and General Manager, Otis-Fensom Elevator Co., Ltd., Hamilton, Ont.	Tom Moore.
th, 1935	Dr. W. A. Riddell. Dr. P. E. Renaud.	A. R. Goldie.	P. M. Draper.
th, 1936	Dr. W. A. Riddell. Gerald H. Brown.	A. R. Goldie.	P. M. Draper.
st, 1936	Hon. Norman McL. Rogers, Minister of Labour. Dr. W. A. Riddell, Dominion of Canada Advisory Officer accredited to the League of Nations; Chairman of the ILO Governing Body.	A. L. MacCallum.	W. A. MacDonald, General Secretary and Treasurer, National Association of Marine Engineers of Canada.
id, 1936	Dr. W. A. Riddell. Hon. Norman McL. Rogers.	A. L. MacCallum.	W. A. MacDonald.
d, 1937	Dr. W. A. Riddell. William Murray Dickson, Deputy Minister of Labour.	A. R. Goldie, Chairman of the Industrial Relations Committee of the CMA.	R. J. Tallon, Secretary-Treasurer of the TLC.
h, 1938	Hume Wrong, Permanent Delegate of Canada to the League of Nations; Member of the ILO Governing Body. Gerald H. Brown.	A. R. Goldie.	Percy R. Bengough, Vice-President, TLC.
n, 1939	Hume Wrong. M. S. Campbell, Chief Conciliation Officer, Department of Labour.	A. R. Goldie.	R. J. Tallon.

Conference	*Government Delegate*	*Employer Delegate*	*Worker Delegate*
26th, 1944	Paul Martin, M.P., Parliamentary Assistant to the Minister of Labour. Brooke Claxton, K.C., M.P., Parliamentary Assistant to the Privy Council.	W. C. Coulter.	Percy R. Bengough, President, TL
27th, 1945	Gray Turgeon. Alfred Rive, Department of External Affairs; Substitute Representative of the Canadian Government on the ILO Governing Body.	Harry Taylor, O.B.E., Industrial Relations Representative, National Carbon Co., Ltd.; Member of the Industrial Relations Committee, CMA.	J. A. D'Aoust, Vice-President, TLC; President, International Brotherhood of Paper Makers.
28th, 1946	Arthur MacNamara, Deputy Minister of Labour.	A. L. MacCallum, Manager, Shipping Federation of Canada.	J. A. Sullivan, President, Canadian Merchant Service Guild.
29th, 1946	Hon. Humphrey Mitchell, Minister of Labour.	Harry Taylor, O.B.E., Industrial Relations Representative, National Carbon Co., Ltd.; Member of the Industrial Relations Committee, CMA.	Carl E. Berg, Vice-President, TLC
30th, 1947	Dr. P. E. Renaud, Chargé d'Affaires ad interim, Berne. Harry Hereford, Special Assistant to the Deputy Minister of Labour.	Harry Taylor.	Carl E. Berg. Vice-President, TLC
31st, 1948	Hon. Humphrey Mitchell. Arthur MacNamara, C.M.G., Deputy Minister of Labour; Canadian Government Representative on the Governing Body of the ILO.	Harry Taylor.	Percy R. Bengough, C.B.E., President, TLC; Member of the ILO Governing Bo
32nd, 1949	Dr. P. E. Renaud, Chargé d'Affaires, Canadian Legation, Berne. Paul Goulet, O.B.E., Assistant to the Deputy Minister of Labour; Director, ILO Branch, Department of Labour.	Charles B. C. Scott, Chairman, Industrial Relations Committee, CMA.	John W. Buckley, General Secretary-Treasurer, TLC.
33rd, 1950	Paul Goulet. N. F. H. Berlis, Secretary, Permanent Delegation of Canada to the European Office of the United Nations, Geneva.	Harry Taylor, O.B.E., National Carbon Co.; Deputy Member of the ILO Governing Body.	Claude Jodoin, Vice-President, TI
34th, 1951	Arthur MacNamara.	Harry Taylor.	Claude Jodoin.
35th, 1952	M. M. Maclean, C.B.E., Assistant Deputy Minister and Director of Industrial Relations Branch, Department of Labour. Paul Goulet.	Harry Taylor.	Claude Jodoin, Vice-President, TI Member of the ILO Governing Bo
36th, 1953	Paul Goulet. George V. Haythorne, Assistant to Deputy Minister of Labour; Director, Economics & Research Branch, Department of Labour.	Clyde E. Shumaker, Director of Personnel, Goodyear Tire & Rubber Co.; Member of Industrial Relations Committee, CMA.	Claude Jodoin.
37th, 1954	A. H. Brown, Deputy Minister of Labour; Representative of the Canadian Government on the ILO Governing Body. Paul Goulet.	Harry Taylor, Manager of Industrial Relations, Union Carbide of Canada, Deputy Member of the ILO Governing Body.	Claude Jodoin.

onference	*Government Delegate*	*Employer Delegate*	*Worker Delegate*
th, 1955	A. H. Brown. Paul Goulet.	W. A. Campbell, Vice-President and Secretary, Canadian Westinghouse Co., Ltd.	Andrew V. Cooper, Executive Board Member, United Brotherhood of Carpenters and Joiners of America.
th, 1956	A. H. Brown, Deputy Minister of Labour; Chairman of the ILO Governing Body. Paul Goulet.	W. A. Campbell.	Claude Jodoin.
th, 1957	George V. Haythorne, Assistant Deputy Minister of Labour; Representative of the Government on the ILO Governing Body. Paul Goulet.	W. A. Campbell.	Claude Jodoin, President, CLC; Deputy Member of the Governing Body of the ILO.
st, 1958	Capt. G. L. C. Johnson, Assistant Chief, Nautical Division, Department of Transport. W. Thompson, Director, Employment Branch, National Employment Service, Unemployment Insurance Commission.	Harold E. Kane, President, H. E. Kane Agencies, Ltd.	Michael Sheehan, Montreal Agent, Seafarers' International Union.
nd, 1958	A. H. Brown. Pat Conroy, Labour Counsellor, Canadian Embassy, Washington.	H. McD. Sparks, Vice-President, Industrial and Public Relations, Northern Electric Co. Ltd.	Claude Jodoin.
rd, 1959	George V. Haythorne. Paul Goulet.	W. A. Campbell.	Stanley Knowles, Executive Vice-President, CLC.
th, 1960	George V. Haythorne. Paul Goulet.	T. H. Robinson, Manager, Industrial Relations, Canadian International Paper Company.	Stanley Knowles.
th, 1961	Gordon Cushing, Assistant Deputy Minister of Labour. Paul Goulet.	T. H. Robinson, Member of the Governing Body of the International Labour Office.	Stanley Knowles.
th, 1962	George V. Haythorne. John Mainwaring, Labour Attaché Canadian Embassy, Brussels.	T. H. Robinson.	Joseph Morris, Executive Vice-President, CLC.
h, 1963	George V. Haythorne, Deputy Minister of Labour. John Mainwaring.	T. H. Robinson.	Joseph Morris.
h, 1964	George V. Haythorne. John Mainwaring, Director, International Labour Affairs Branch, Department of Labour.	Patrick Draper, Vice-President, Canada Iron Foundries Ltd.	Joseph Morris.
h, 1965	George V. Haythorne. John Mainwaring.	Kenneth Hallsworth, Director, Industrial Relations, Ford Motor Co. of Canada.	Joseph Morris.
h, 1966	Hon. John R. Nicholson, Minister of Labour. John Mainwaring.	T. H. Robinson, Deputy Member of the ILO Governing Body.	Joseph Morris.
t, 1967	Hon. John R. Nicholson. George V. Haythorne.	C. B. C. Scott, Assistant General Manager (Personnel), Hydro-Electric Commission of Ontario.	Joseph Morris.
d, 1968	Jean-Pierre Després, Assistant Deputy Minister of Labour. John Mainwaring.	F. K. Richan, Vice-President, Industrial Relations, Philips Electronics Industries Ltd.	Joseph Morris.

ILO Headquarters, Geneva, Switzerland; Palais de Nations in background

Unemployment Insurance Report for December



There were 489,000 claimants for unployment insurance benefit on December 31. This was slightly less than the 502,000 recorded at the end of December 1967. While the number of women claimants rose by 3,100, there were 6,700 fewer men.

The November-to-December monthend increase of 156,000 claimants is associated with the beginning of the seasonal benefit period in December. Men accounted for more than 80 per cent of the increase.

A total of 276,000 initial and renewal claims were filed in local offices across Canada during December. This represented an increase of 62 per cent over the 171,000 filed during the previous month and an increase of 2 per cent over the 271,000 filed during December 1967. The 71-per-cent increase in the number of initial claims filed over that of November is usual and can be attributed to claims filed in December, when the seasonal benefit period begins.

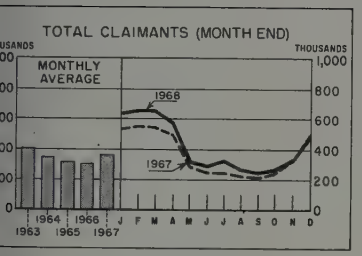
The average weekly number of beneficiaries was estimated to be 236,000 for December, 186,000 for November, and 255,000 for December 1967. For these three dates, benefit payments totalled $30.8 million, $20.6 million and $26.6 million; average weekly payments were $29.05, $27.69 and $26.09.

Increases in the claimant count during December over that of November occurred in all provinces. Although proportionately large increases were reported everywhere, large numerical increases occurred in Quebec, Ontario, British Columbia and Newfoundland only.

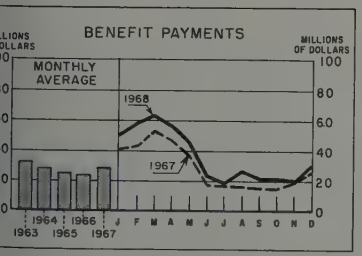
In comparison with the claimant count at the end of December 1967, increases among males in Saskatchewan and the four Atlantic provinces were offset by decreases elsewhere. Quebec and Ontario were the only provinces reporting fewer women claimants.

All provinces shared in the November-to-December increase in the number of claims filed. Fifty-six per cent of the increase was accounted for in Quebec and Ontario; elsewhere the numbers involved were small.

Relatively minor changes from the claim load in December 1967 were reported. Small decreases in Manitoba, Alberta, British Columbia and Prince Edward Island were offset by increases in the other provinces.



A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants should not be interpreted either as "total number of beneficiaries" or "total registered clients.'



Summary Table

Activity	Dec. 1968	Nov. 1968	Dec. 1967	Cumulative data 1968: January to December	Cumulative data 1968: 12 months ending December
			(in thousands)		
Insured population as at monthend	—	5,366	4,828	—	—
Initial and renewal claims filed					
Total	276	171	271†	1,928	1,928
Initial	213	125	204†	1,429	1,429
Renewal	63	46	66†	499	499
Claimants currently reporting to local offices	498	342	502	423*	423*
Regular	425	338	434	—	—
Seasonal benefit	73	4	68	—	—
Fishing	15	1	14	—	—
Beneficiaries (weekly average)	236	186	255	313*	313*
Weeks compensated	1,060	745	1,019	16,488	16,488
Benefit paid	$30,800	$20,623	$26,581	$438,128	$438,128
Average weekly benefit	$ 29.05	$ 27.69	$ 26.09	$ 26.57	$ 26.57

Unemployment Insurance and Manpower Section
Dominion Bureau of Statistics

* Monthly average.

† Discrepancy between totals and subtotals is due to rounding.

Publications

In the Library

List No. 242

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Applicants must apply through the library of their organization. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

Collective Bargaining

1. Beal, Edwin Fletcher. *The practice of collective bargaining*, by Edwin F. Beal and Edward D. Wickersham. 3d ed. Homewood, Ill., R. D. Irwin, 1967. xix, 809 p.

Partial contents: The collective bargaining systems. Enterprise organization for employee relations. Unions and professional associations. The Government and the public interest. Establishing the collective bargaining relationship. The problem of reaching agreement. The nature of the labor agreement. Agreement administration. Union security and management rights. The wage and effort bargain. Worker insurance and income-continuity programs. Individual security: job rights and due process. An interpretation of American union history. Collective bargaining in other countries. The future of collective bargaining. Cases in collective bargaining.

2. Doherty, Robert Emmett. *Teachers, school boards, and collective bargaining: a changing of the guard* [by] Robert E. Doherty and Walter E. Oberer. Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1967. viii, 139 p:

Contents: The public school teacher as employee. The public school teacher as organization man. Teacher bargaining and the law: some questions and answers concerning desirable legislation. Implications of collective bargaining for the quality of education: a look ahead. Appendix: A comparison of representative provisions of AFT [American Federation of Teachers] and NEA [National Education Association] agreements.

3. Peterson, Richard Byron. *The status of managerial rights in Swedish collective bargaining*. Ann Arbor, Mich., University Microfilms, 1968. ix, 276 p.

Thesis (Ph.D.)—University of Wisconsin, 1966.

International Agencies

4. Commission of the European Communities. *First general report on the activities of the Communities, 1967*. Brussels, 1968. 480 p.

At head of title of 1st report: European Coal and Steel Community. European Economic Community. European Atomic Energy Community. Commission.

"This [first] report covers the months of February-December 1967 for ECSC, March-December 1967 for Euratom and April-December 1967 for EEC."

5. International Labour Office. Governing Body. Working Party on the Programme and Structure of the ILO. *Fifth report*. Geneva, ILO, 1968. 62 p.

At head of title: Report 1 (Part 2. Supplement). International Labour Conference. 52nd session, Geneva, 1968. First item on the agenda. Report of the Director-General. Supplement

Labour Organization

6. Bridger, Lillian Ruth. *The Histadrut and Israel's industrial development in the first post-independence decade*. Ann Arbor, Mich., University Microfilms, 1968. vii, 251 p.

Thesis (Ph.D.)—New York University, 1961.

"The author's purpose may be put as a question: what is the nature of the interaction between the Histadrut, Israel's trade union organization, and industrial development in Israel? What significance does this interaction have both for organized labor and economic growth?"

7. Ebbels, Robert Noel, comp. *The Australian labor movement, 1850-1907; extracts from contemporary documents* selected by R. N. Ebbels. With additions by members of the Noel Ebbels Memorial Committee; edited, with an introd. by L. G. Churchward and with a memoir of the late Robert Noel Ebbels, by C. M. H. Clark. Melbourne, Cheshire Lansdowne, 1965. xiii, 255 p.

8. Mellen, James Gerald. *Foreign activities of the AFL-CIO*. Ann Arbor, Mich., University Microfilms, 1968. v, 258 p.

Thesis (Ph.D.)—University of Iowa, 1967.

9. Robinson, James William. *The trade union in the economy as a factor in the differential development of workers' education in Great Britain and the United States*. Ann Arbor, Mich. University Microfilms, 1968. 210 p.

Thesis (Ph.D.)—Duke University, 1967.

The author attempts to explain the difference between workers' education in Britain and in the U.S. with respect to structure, content and purpose between 1930 and 1965.

10. Wood, William Donald. *New frontiers in white collar unionism; a paper presented to the Administrative Management Society, Calgary chapter, at Calgary, Alberta, March 21st, 196* [Kingston, Ont.? Industrial Relations Centre, Queen's University? 1967]. 14 p.

Labour Supply

11. Britt, Robert Dean. *New jobs and labor mobility in depressed areas*. Ann Arbor, Mich., University Microfilms, 1968. 153 p.

Thesis (Ph.D.)—University of Colorado, 1966.

Contents: New jobs and labor mobility: the approach to the problem. Problems of depressed areas and relief measures. Demographic and economic characteristics of depressed areas. The labor force experience of new hires. Labor market adjustments in depressed areas: conclusions.

12. Palen, J. John. *The displaced worker: the social and economic effects of the Studebaker shutdown*. Ann Arbor, Mich., University Microfilms, 1968. [xi], 193 p.

Thesis (Ph.D.)—University of Wisconsin, 1966.

This thesis studies the effects of unemployment on workers laid off when Studebaker Corporation closed down its South Bend, Indiana, plant in December 1963.

13. Zaidi, Mahmood Ahmed. *The labour market and the rafactor allocation mechanism in Canada.* Ottawa, Economic ouncil of Canada, 1967. 20 p.

bouring Classes

14. Public Service Alliance of Canada. *Shift work and its nsequences* [by Brian Foley. Ottawa, 1967 ?]. 32 p.
A review of published information on the effects of shift rk on employees.

15. Unterwagner, James. *Some effects of automation on ws: a comparative study of a conventional and an automated p.* Ann Arbor, Mich., University Microfilms, 1968. 255 p.
Thesis (Ph.D.)—University of Pittsburgh, 1967.
'This study will investigate: (1) the seamen's perceptions out and reactions to automation; (2) the differences between e perceptions of those with automated experience and those h only the conventional experience; (3) the relationships, any, between their seamen's identity (as measured by an lex score) and their attitudes; (4) the relationship between ir information about automation and their attitudes; and the relationship that age, service and position have on ceptions about and attitudes towards automation."

anagement

16. Belanger, Laurent. *Occupational mobility of French and glish-Canadian business leaders in the Province of Quebec.* n Arbor, University Microfilms, 1968. 190 p.
Thesis (Ph.D.)—Michigan State University, 1967.
The author has examined the background of 219 English-aking and 167 French-speaking business leaders in the paration of this thesis. Among other things the study mines "the career sequence of Quebec business leaders, ir place of birth, the number of companies they have been ociated with, and the number of years they took to reach top-level management post." "Occupational mobility" ans "movements from all other occupational groups into business elite. The extent of movement is assessed through nparisons of son's and father's occupation at one or two able moments of their life career. When the son succeeds father in the same occupational group, e.g., the business e, there is no occupational mobility; when the son does succeed his father, there is movement."

17. Gellerman, Saul William. *Management by motivation.* w York, American Management Association, 1968. 286 p.
Discusses the contribution of behavioral sciences to the ution of management problems. Contents: Diagnosis and scription. Motivation theory. Some recent research. The tegy of selection. The difficult art of choosing people. The rgement of competence. Predicting and measuring mana-al performance. Competence loss. Money for membership ney for motivation. Making men wealthy. Organizational ate. Organizational development. Where are we heading?

18. Odiorne, George Stanley. *Management by objectives; ystem of managerial leadership.* New York, Pitman Pub. p., 1965 ix, 204 p.
. . The system of management by objectives can be ribed as a process whereby the superior and subordinate agers of an organization jointly identify its common goals, ne each individual's major areas of responsibility in terms he results expected of him, and use these measures as es for operating the unit and assessing the contribution ach of its members." (p.55-56). Contents: The new look anagement. A flight from capitalism. The decline of risk ing. The system of management by objectives. Installing system. Measuring organization performance. Setting ine and emergency goals. Setting personal development goals. How much subordinate participation in goal-setting? Relating salary administration to management by objectives. The problem of the annual performance review. Assessing potential.

Older Workers

19. U.S. Bureau of Labor Statistics. *Benefits for active and retired workers age 65 and over. early 1968; supplement to Digest of 100 selected health and insurance plans under collective bargaining, early 1966.* Washington, GPO, 1968. 33, [2] p.

Professions

20. Canada. Department of National Health and Welfare. Research and Statistics Directorate. *Earnings of physicians in Canada, 1966.* Ottawa, 1968. 33 p.

21. *International migration of talent from and to the less-developed countries; report of a conference at Ditchley Park, 16-19 February 1968.* Rapporteur: C. H. G. Oldham. Ditchley Park, Eng., Ditchley Foundation, 1968. 29 p.
"The terms of reference of the conference were to consider, from the points of view of Britain, the United States, and the less-developed countries, the international migration of professional, scientific, and technical personnel as it affects especially the less-developed countries, both as gainers and losers; its impact on their development, and any measures that may be desirable to limit its harmful and increase its beneficial effects."

22. Raymond, Jerral Carlisle. *Publications, production of knowledge, and career patterns of American economists.* Ann Arbor, Mich., University Microfilms, 1968. 173 p.
Theses (Ph.D.)—University of Virginia, 1967.

23. World Confederation of Organizations of the Teaching Profession. *Annual report, 1968; including the formal documents of the XVII assembly of delegates, Dublin, Ireland, July 1968.* Washington, 1968. 59 p.

Wages and Hours

24. Hassanein, Omar Elsayed Ahmed. *An evaluation of company performance criteria as an indicators of wage rate changes.* Ann Arbor, Mich., University Microfilms, 1968. 234 p.
Thesis (Ph.D.)—Indiana University, 1967.

25. Rice, Robert G. *An analysis of private wage supplements.* Ann Arbor, Mich., University Microfilms, 1968. x, 206 p.
Thesis (Ph.D.)—Columbia University, 1966.

26. U.S. Bureau of Labor Statistics. *Compensation expenditures and payroll hours, water transportation, 1964.* Washington, GPO, 1968. 56 p.
Water transportation companies include privately owned companies engaged in freight and passenger transportation on the ocean or inland waters, and stevedoring and other companies furnishing services related to water transportation. Compensation not only includes regular wages but also vacation and holiday pay, daily or weekly overtime pay, shift differentials, severance pay, contributions to private pension and health and welfare funds, and payments under legally required insurance programs.

27. U.S. Bureau of Labor Statistics. *Wage chronology: United States Steel Corporation, 1937-67.* Washington, GPO, 1968. 52 p.

28. U.S. Bureau of Labor Statistics. *Wages and related benefits [1961-67].* Washington, GPO, 1967-1968. 2 parts.

Contents: Pt.1. 85 metropolitan areas, 1966-67: occupational earnings; supplementary practices. Pt.2. Metropolitan areas, United States and regional summaries, 1966-67.

Women—Employment

29. Consultation on Working Women and Day Care Needs, Washington, D.C., 1967. *Report.* Washington, GPO, 1968. 86 p.

Consultation convened by the U.S. Women's Bureau, U.S. Children's Bureau and others.

30. National Conference of Labour Women. 45th, Llandudno, Wales, 1968. *Report of the 45th . . . Conference . . . Llandudno, 2, 3 & 4 April 1968.* London, Labour Party, 1968. 63 p.

31. Wagner, Frank Eugene. *Female employment in emerging societies.* Ann Arbor, Mich., University Microfilms, 1968. xi, 221 p.

Thesis (Ph.D.)—Syracuse University, 1967.

Partial contents: The analysis of social statistics. Women in fields and factories. Home industry, the factory, or inactivity for women. Trends in the economic participation of women. Declining female economic participation in underdeveloped areas. Female labor force potential and economic development.

Miscellaneous

32. Canada. Department of Justice. *A Canadian Charter of Human Rights.* Ottawa, Queen's Printer, 1968. p174 p.

Contents: Introduction. The rights of the individual. A constitutional Bill of Rights. The contents of a Canadian Charter of Human Rights. The form of the Charter. Appendixes: The British North America Acts, 1867 to 1965. The Canadian Bill of Rights, 1960. The Universal Declaration of Human Rights. The International Convention on the Elimination of all Forms of Racial Discrimination. The International Covenant on Economic, Social and Cultural Rights. The International Covenant on Civic and Political Rights. The European Convention on Human Rights. Amendments to the United States Constitution. Annotated list of principal Canadian legislation (both federal and provincial) protecting human rights.

33. Canada. Treasury Board. *Planning programming budgeting guide, Government of Canada.* Ottawa, Queen's Printer, 1968. 57 p.

34. Mager, Robert Frank. *Preparing instructional objectives.* Palo Alto, Cal., Fearon Publishers [c1962]. x, [61] p.

"Previously published as *Preparing objectives for programmed instruction.*"

35. Polisar, Eric. *Strikes and solutions.* Chicago, Public Personnel Association, c1968. 32 p.

A survey of current legal provisions relating to public employee strikes, with an outline of statutory strike prohibitions in U.S. State and federal laws.

36. Regional Science Association. *Papers, volume XX, 1968 European Congress; The Hague, 1967.* Philadelphia, Published in cooperation with the Department of Regional Science, Wharton School, University of Pennsylvania, 1968. 147 p.

The fourteen papers in this volume are grouped under three topics: methods of interregional analysis; urban models and urban patterns; and location theory and regional models.

37. United Nations. Economic Commission for Europe. *Economic survey of Europe in 1967; the European economy in 1967.* New York, United Nations, 1968. viii, 98, 86, 5 p.

38. U.S. Bureau of Labor Statistics. *An international comparison of unit labor cost in the iron and steel industry, 1964 United States, France, Germany, United Kingdom.* Washington, GPO, 1968. 64 p.

39. U.S. Department of Labor. Manpower Administration. *Manpower development and training in correctional programs.* Washington, GPO, 1968. 199 p.

40. Wilkinson, Bruce William. *Canada's international trade: an analysis of recent trends and patterns.* Montreal, Private Planning Association of Canada, 1968. xv, 200 p.

The author examines and analyzes Canadian trade patterns between 1954 and 1965 (with some statistical information for the period prior to 1954 and for 1966) and indicates some of the forces determining these patterns.

Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TAL CIVILIAN LABOUR FORCE*	February 15	7,911	+ 0.3	+ 4.2
Employed	February 15	7,438	+ 0.2	+ 4.7
Agriculture	February 15	454	+ 0.7	+ 4.1
Non-agriculture	February 15	6,984	+ 0.2	+ 4.7
Paid workers	February 15	6,443	− 0.1	+ 4.7
At work 35 hours or more	February 15	6,001	+ 1.7	+ 4.4
At work less than 35 hours	February 15	1,156	− 3.9	+ 6.1
Employed but not at work	February 15	281	−11.6	+ 4.9
Unemployed	February 15	473	+ 1.3	− 1.9
Atlantic	February 15	66	+ 4.8	− 1.5
Quebec	February 15	186	− 0.5	+ 3.9
Ontario	February 15	116	+ 4.5	−10.8
Prairie	February 15	52	− 1.9	+ 8.3
Pacific	February 15	53	0.0	− 8.6
Without work and seeking work	February 15	433	+ 0.9	− 2.3
On temporary layoff up to 30 days	February 15	40	+ 5.3	+ 2.6
DUSTRIAL EMPLOYMENT (1961 = 100)	January	120.3	− 2.0	+ 1.5
Manufacturing employment (1961 = 100)	January	121.6	0.0	+ 1.6
MIGRATION	Year 1968	183,974	—	−17.5
Destined to the labour force	Year 1968	95,446	—	−20.2
RIKES AND LOCKOUTS				
Strikes and lockouts	February	62	− 3.1	−18.4
No. of workers involved	February	15,467	+53.9	−68.5
Duration in man days	February	137,870	+ 9.7	−76.7
RNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)	January	$114.41	+ 3.3	+ 7.8
Average hourly earnings (mfg.)	January	$ 2.70	0.0	+ 8.4
Average hours worked per week (mfg.)	January	40.3	+ 5.8	+ 0.8
Average weekly wages (mfg.)	January	$108.79	+ 5.9	+ 9.3
Consumer price index (1961 = 100)	February	122.6	0.0	+ 3.7
Index numbers of weekly wages in 1961 dollars (1961 = 100)	November	119.3	+ 0.1	+ 4.2
Total labour income (thousands of dollars)	November	3,095	+ 1.0	+10.7
DUSTRIAL PRODUCTION				
Total (average 1961 = 100)	January	161.1	− 1.3	+ 7.1
Manufacturing	January	156.4	− 2.3	+ 6.5
Durables	January	178.3	− 0.4	+ 7.0
Non-durables	January	138.4	− 4.2	+ 5.8
W RESIDENTIAL CONSTRUCTION†				
Starts	January	11,304	−25.1	+47.0
Completions	January	9,624	−24.7	+13.7
Under construction	January	108,382	+ 1.4	+32.5

stimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statics, which in addition contains the characteristics of the labour force, together with definitions and explanatory notes.

entres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

H—Employment Fatalities

A — Labour Force

TABLE A-1—Regional Distribution, Week Ended February 15, 1969

	Canada	*Atlantic*	*Quebec*	*Ontario*	*Prairies*	*British Columbia*
			(in thousands)			
THE LABOUR FORCE	7,911	626	2,208	2,962	1,318	797
Men	5,382	430	1,530	1,981	896	545
Women	2,529	196	678	981	422	252
14-19 years	713	61	193	243	143	73
20-24 years	1,182	120	385	384	187	106
25-44 years	3,420	235	982	1,325	526	352
45-64 years	2,385	193	597	926	419	250
65 years and over	211	17	51	84	43	16
EMPLOYED	7,438	560	2,022	2,846	1,266	744
Men	5,002	373	1,376	1,895	855	503
Women	2,436	187	646	951	411	241
Agriculture	454	22	86	120	207	19
Non-agriculture	6,984	538	1,936	2,726	1,059	725
Paid workers	6,443	490	1,761	2,548	977	667
Men	4,205	320	1,173	1,658	610	444
Women	2,238	170	588	890	367	223
UNEMPLOYED	473	66	186	116	52	53
Men	380	57	154	86	41	42
Women	93	*	32	30	11	11
PERSONS NOT IN LABOUR FORCE	6,584	725	1,955	2,210	1,036	658
Men	1,803	239	524	571	291	178
Women	4,781	486	1,431	1,639	745	480

*Less than 10,000. SOURCE: Labour Force Survey, DBS.

ABLE A-2—Age, Sex and Marital Status, Week Ended February 15, 1969

	Total	14-19 Years All Persons	20-64 years Men Married	20-64 years Men Other	20-64 years Women Married	20-64 years Women Other	65 Years and Over All Persons
			(in thousands)				
OPULATION 14 YEARS OF AGE AND OVER*	14,495	2,403	4,128	1,129	4,216	1,096	1,523
ABOUR FORCE	7,911	713	3,928	899	1,396	764	211
Employed	7,438	627	3,726	795	1,350	743	197
Unemployed	473	86	202	104	46	21	14
OT IN LABOUR FORCE	6,584	1,690	200	230	2,820	332	1,312
ARTICIPATION RATE†							
1969—February 15	54.6	29.7	95.2	79.6	33.1	69.7	13.9
January 18	54.5	30.2	95.2	80.2	32.7	69.3	13.8
NEMPLOYMENT RATE‡							
1969—February 15	6.0	12.1	5.1	11.6	3.3	2.7	6.6
January 18	5.9	12.7	4.9	10.9	3.2	3.3	6.7

*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
†The labour force as a percentage of the population 14 years of age and over.
‡The unemployed as a percentage of the labour force.
SOURCE: Labour Force Survey, DBS.

ABLE A-3—Unemployed, Week Ended February 15, 1969

	Feb. 1969	Jan. 1969	Feb. 1968
	(in thousands)		
OTAL UNEMPLOYED	473	467	482
On temporary layoff up to 30 days	40	38	39
Without work and seeking work	433	429	443
Seeking			
Full-time work	408	408	426
Part-time work	25	21	17
Under 1 month	88	124	99
1-3 months	195	185	222
4-6 months	90	58	79
More than 6 months	60	62	43

SOURCE: Labour Force Survey, DBS.

B — Labour Income

TABLE B-1—Estimates of Labour Income, by Industry

Year and Month	Mining	Manufacturing	Transportation, Storage and Communication‡	Forestry	Monthly Totals: Construction	Monthly Totals: Public Utilities	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals **
					(millions of dollars)					
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total	813	8,580	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1968†—Total	878	9,144	3,024	424	2,596	635	4,972	11,460	1,818	35,225
1967—December	69.3	718.9	230.8	30.6	177.6	49.9	404.8	885.3	126.0	2,708.8
1968—January*	70.8	722.2	243.3	29.3	181.2	49.9	386.9	886.1	134.9	2,718.1
February*	71.3	715.5	236.1	30.9	180.1	50.6	386.7	898.3	142.8	2,726.0
March*	72.2	721.2	236.8	29.0	184.9	51.4	391.3	911.1	146.5	2,758.7
April*	70.5	744.7	241.7	25.7	198.9	51.6	398.9	918.2	151.3	2,819.8
May*	72.6	757.5	247.9	34.8	218.0	52.8	407.0	952.6	152.2	2,919.3
June*	74.2	766.5	252.6	40.6	228.8	53.2	414.8	966.6	154.3	2,979.5
July*	74.4	754.9	249.1	40.6	240.9	54.0	412.6	967.6	162.3	2,991.7
August*	74.4	777.2	258.4	42.2	247.9	54.3	414.8	975.5	154.2	3,034.4
September*	73.6	799.8	266.1	41.7	251.7	54.5	422.8	982.7	165.8	3,089.5
October*	74.5	799.1	264.6	40.8	243.2	54.2	430.4	987.9	151.7	3,070.7
November*	75.2	799.9	265.9	39.6	233.9	54.2	446.8	1,011.0	149.6	3,095.2
December†	74.3	785.7	261.6	29.7	186.4	53.9	458.6	1,002.0	153.0	3,022.1
					Seasonally Adjusted					
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total	813	8,581	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1968†—Total	878	9,144	3,024	424	2,596	635	4,972	11,460	1,818	35,225
1967—December	69.5	731.3	236.6	33.0	204.2	50.3	391.2	889.8	140.1	2,768.3
1968—January*	70.8	739.4	242.2	33.7	209.4	50.7	394.9	897.3	142.5	2,802.9
February*	71.0	728.1	242.9	33.9	212.0	51.7	397.3	905.4	143.1	2,807.9
March*	71.7	730.5	247.4	35.0	213.1	52.9	399.9	918.8	143.7	2,835.6
April*	73.0	752.9	246.3	34.2	215.5	52.6	403.3	927.1	146.2	2,873.9
May	72.9	757.1	247.4	37.9	218.0	53.6	408.3	955.2	148.4	2,922.6
June*	72.3	754.7	246.8	39.2	215.5	52.6	408.9	953.4	148.4	2,914.2
July*	73.9	755.6	239.7	35.3	215.0	52.7	412.6	959.9	153.4	2,921.1
August*	73.4	764.2	251.1	27.0	216.7	52.4	418.7	970.3	155.1	2,961.5
September*	74.1	782.5	258.4	34.6	222.4	53.5	422.2	972.5	156.9	3,000.4
October*	75.1	785.5	261.1	34.7	216.1	53.8	427.3	980.0	157.8	3,014.6
November*	75.3	792.2	267.2	35.3	224.5	53.9	435.3	1,010.4	160.8	3,078.1
December†	74.5	801.4	273.7	33.2	217.8	54.3	443.0	1,009.3	161.8	3,091.9

*Revised. †Preliminary.

‡Includes post office wages and salaries. **Figures in this column are for total labour income, Canada, but are not totals of the figures in t remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

NOTE: Monthly figures may not add to annual totals because of rounding.

SOURCE: *Estimates of Labour Income*, (DBS. Cat. No. 72-005).

C — Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the ar; at November 1968, employers in the principal non-ricultural industries reported a total employment of 07,565. Table C-3 gives estimates of total employment, by ustry divisions, for the provinces and Canada, derived m the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

BLE C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	*Industrial Composite*‡			*Manufacturing*		
	Index Numbers (1961 = 100)			*Index Numbers (1961 = 100)*		
	Employment	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*	*Employment*	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*
			$			$
rage						
1963	104.4	106.4	83.27	106.1	106.6	86.90
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965†	114.3	116.3	91.01	117.2	116.2	94.78
1966†	120.7	123.1	96.30	123.5	122.8	100.13
1967†	122.6	131.4	102.79	123.2	130.6	106.53
7—November	124.3	134.5	105.26	123.2	134.5	109.71
December	120.5	131.1	102.49	119.8	132.1	107.83
8—January	118.6	135.6	106.10	119.8	135.3	110.30
February	117.1	137.0	107.17	117.8	136.5	111.31
March	118.0	137.5	107.57	119.4	136.7	111.48
April	119.3	139.3	108.97	120.2	140.2	114.33
May	122.7	139.8	109.39	122.0	140.2	114.35
June	124.6	140.5	109.92	123.3	140.1	114.23
July	124.0	140.5	109.93	121.8	138.8	113.20
August	126.9	141.8	110.92	125.3	140.4	114.48
September	126.7	143.8	112.48	125.7	143.6	117.08
October*	126.0	144.3	112.90	124.5	144.8	118.08
November†	125.6	145.0	113.46	124.0	145.5	118.64

vised. †Preliminary.

ludes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, in-nce and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

RCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Nov. 1968	Oct. 1968	Nov. 1967	Nov. 1968	Oct. 1968	Nov. 1967
	(1961 = 100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	119.2	121.5	120.0	92.51	91.13	85.96
Newfoundland	123.4	128.2	127.8	101.30	99.53	92.68
Prince Edward Island	149.0	147.2	135.1	71.76	68.77	69.80
Nova Scotia	115.9	116.8	116.1	90.43	89.67	83.55
New Brunswick	117.7	120.4	118.4	91.40	89.56	85.85
Quebec	120.1	120.9	120.8	111.53	110.49	104.19
Ontario	130.1	129.7	127.5	117.23	117.37	108.42
Prairie Region	123.4	124.1	122.3	106.94	106.43	98.88
Manitoba	117.6	118.6	116.6	103.99	103.25	94.33
Saskatchewan	120.3	121.2	122.8	104.38	104.75	98.28
Alberta	129.5	129.9	126.9	110.18	109.54	102.68
British Columbia	131.0	131.9	127.5	124.89	123.31	116.38
CANADA	125.6	126.0	124.3	113.46	112.90	105.26
URBAN AREAS						
St. John's	144.6	146.0	148.3	88.76	88.84	82.36
Halifax	118.9	118.2	118.9	93.80	92.73	86.41
Sydney	100.7	101.9	104.1	98.12	97.38	94.20
Moncton	130.9	124.6	124.9	85.38	86.45	79.82
Saint John	110.4	111.1	111.4	91.40	91.36	84.16
Chicoutimi	110.4	109.9	107.1	126.79	127.16	123.78
Montreal	122.6	123.4	123.7	113.24	112.31	105.04
Quebec	118.5	119.4	118.2	96.02	95.01	90.65
Shawinigan	99.5	99.4	95.4	113.05	111.95	105.79
Sherbrooke	118.3	118.0	118.4	94.79	95.08	87.82
Trois-Rivières	111.5	112.6	115.5	107.23	103.63	98.76
Ottawa-Hull	133.6	133.6	127.9	105.11	105.10	97.44
Belleville	125.7	124.7	117.2	97.53	98.53	91.80
Brampton	270.4	267.2	261.1	115.82	116.43	106.27
Brantford	125.6	132.2	133.2	106.10	106.26	101.13
Fort William-Port Arthur	122.9	126.3	125.4	114.18	111.14	103.62
Guelph	138.3	138.5	137.9	107.44	107.31	97.86
Hamilton	120.3	119.3	121.6	118.34	120.54	110.92
Kingston	123.7	124.2	121.1	110.57	110.01	101.92
Kitchener	151.3	150.3	144.8	105.03	104.59	96.03
London	125.4	124.3	125.1	108.89	108.77	99.23
Niagara Falls	109.8	113.5	108.3	109.60	105.35	101.73
Oshawa	142.8	142.3	141.2	143.25	146.89	128.24
Peterborough	138.0	138.4	137.6	117.93	116.57	111.62
Sarnia	142.3	144.3	130.3	153.78	149.35	134.41
Sault Ste. Marie	122.4	121.5	118.1	127.50	127.20	118.98
Sudbury	120.9	120.7	110.7	138.23	139.06	130.35
St. Catharines	146.4	143.9	147.8	131.50	130.67	116.41
Timmins	72.0	74.0	80.8	101.66	99.39	95.87
Toronto	132.8	132.2	128.9	117.55	117.71	109.00
Welland	110.2	108.5	110.3	131.34	132.16	122.52
Windsor	157.2	158.2	156.3	136.04	136.96	121.33
Winnipeg	119.3	119.4	119.6	96.33	95.43	88.42
Regina	125.0	125.9	121.8	98.83	99.96	92.67
Saskatoon	150.2	150.4	149.1	101.52	102.15	93.71
Calgary	138.5	137.5	138.1	107.92	107.92	102.30
Edmonton	138.1	137.4	133.0	104.45	104.00	96.49
Vancouver	133.1	132.5	128.6	120.41	118.64	111.44
Victoria	122.9	121.3	125.3	105.17	103.54	100.05

* Latest figures subject to revision. SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

ABLE C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing		Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services		Public Administration**	Total Specified Industries
			Non-Durables	Durables					Non commercial Sector†	Commercial Sector‡		
						(in thousands)						
ANADA												
Nov. 1968*	67.0	120.3	865.1	804.8	384.1	650.3	1,036.9	287.9	932.9	625.3	279.7	6,054.3
Oct. 1968*	71.7	120.6	871.0	802.9	403.1	654.4	1,009.7	284.9	924.9	630.1	279.8	6,053.0
Nov. 1967	74.2	118.8	829.5	796.1	373.0	657.6	975.5	264.8	868.3	572.4	268.1	5,798.3
WFOUNDLAND												
Nov. 1968*	2.5	5.6	9.1	1.9	10.1	14.4	17.3	2.0	18.1	7.5	6.9	95.3
Oct. 1968*	2.9	5.7	9.6	1.9	10.4	15.3	17.1	2.0	18.0	7.7	7.0	97.6
Nov. 1967	3.2	5.5	9.4	2.3	11.1	16.7	16.5	1.8	16.8	6.4	6.8	96.7
INCE EDWARD ISLAND												
Nov. 1968*	—	—	2.4	0.5	2.0	3.6	4.3	0.6	4.8	1.5	1.8	21.6
Oct. 1968*	—	—	2.5	0.6	2.3	3.3	4.2	0.6	4.7	1.8	1.6	21.7
Nov. 1967	0.1	—	2.0	0.5	2.0	3.0	4.0	0.6	4.1	1.6	1.9	19.9
VA SCOTIA												
Nov. 1968*	2.2	7.0	18.6	14.0	14.5	22.0	33.2	6.7	31.1	14.0	18.0	181.3
Oct. 1968*	2.8	7.0	19.1	14.5	15.1	21.0	32.0	6.7	30.9	14.2	17.9	181.3
Nov. 1967	2.4	7.5	17.8	15.7	13.2	21.3	30.4	6.3	28.5	12.4	16.7	172.2
W BRUNSWICK												
Nov. 1968*	6.1	2.4	17.4	11.4	9.3	19.9	27.1	4.5	24.9	10.3	8.9	142.2
Oct. 1968*	7.5	2.4	18.5	10.9	10.2	20.1	26.0	4.4	24.9	10.9	9.0	144.8
Nov. 1967	8.4	2.5	16.6	10.6	10.1	21.6	24.1	4.3	23.4	9.9	8.6	140.2
EBEC												
Nov. 1968*	21.8	24.8	324.6	200.5	85.2	181.0	259.3	80.1	262.6	159.2	56.1	1,655.0
Oct. 1968*	24.2	25.3	325.6	201.6	92.3	181.7	249.4	80.1	259.6	161.1	56.3	1,657.1
Nov. 1967	25.6	26.2	311.7	194.3	85.6	184.3	242.9	73.5	245.9	153.0	57.6	1,600.6
TARIO												
Nov. 1968*	11.1	35.3	376.3	452.5	155.6	210.6	408.3	122.8	348.0	256.2	121.4	2,498.1
Oct. 1968*	11.5	35.1	377.7	451.9	159.5	211.0	397.2	122.5	344.4	259.0	121.1	2,490.8
Nov. 1967	12.7	34.5	362.2	452.9	143.5	213.5	386.3	116.3	319.7	227.9	110.9	2,380.5
NITOBA												
Nov. 1968*	0.7	7.0	28.0	20.4	17.2	45.7	53.8	13.1	42.9	30.1	13.8	272.5
Oct. 1968*	0.8	7.2	28.3	20.5	18.8	46.5	53.6	12.9	42.6	29.4	13.8	274.5
Nov. 1967	0.9	6.3	26.9	19.6	16.7	45.3	54.5	12.2	41.5	28.1	13.7	265.7
KATCHEWAN												
Nov. 1968*	0.6	5.0	10.0	5.6	15.5	26.3	40.2	8.3	40.1	19.7	11.4	182.9
Oct. 1968*	0.3	5.1	9.9	5.4	17.1	26.3	39.6	8.4	40.1	19.8	12.0	184.0
Nov. 1967	0.5	5.3	9.7	5.5	16.3	26.7	38.7	8.2	38.7	17.7	12.5	179.7
BERTA												
Nov. 1968*	1.8	21.1	26.8	23.7	36.1	49.1	84.5	18.8	75.3	51.9	22.2	411.1
Oct. 1968*	1.8	20.6	27.2	23.3	37.3	49.6	82.4	18.1	74.7	50.7	22.1	407.9
Nov. 1967	1.5	19.0	26.0	26.4	37.7	48.5	77.4	16.1	70.5	47.2	21.0	391.2
TISH COLUMBIA												
Nov. 1968*	20.1	9.7	51.8	74.1	38.0	76.3	108.2	31.1	83.7	73.4	17.1	583.7
Oct. 1968*	19.6	9.8	52.4	72.2	39.0	78.0	107.6	29.1	83.4	73.9	17.1	582.2
Nov. 1967	18.9	9.7	47.0	68.3	36.4	75.7	100.4	25.5	77.6	67.1	16.3	542.8

eliminary. †Refers to employment in hospitals and education and related services. Welfare and religious organizations are excluded at present.
cludes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except estic service) and miscellaneous services.
xcludes municipal government employees and provincial employees in British Columbia.
E: Estimates may not add to totals due to rounding. Yukon and NWT included in Canada total only.
S: 1960 Standard Industrial Classification.
RCE: *Estimates of Employees by Province and Industry* (DBS Cat. No. 72-008).

TABLE C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Nov. 1968	Oct. 1968	Nov. 1967	Nov. 1968	Oct. 1968	Nov. 1967
	(1961 = 100)			$	$	$
MINING, INCLUDING MILLING	109.8	110.1	109.1	145.11	143.01	133.59
Metals	102.9	102.6	104.4	145.33	144.05	133.37
Mineral fuels	103.3	102.6	104.4	148.58	147.94	139.74
Non-metals except fuels	117.5	121.4	117.0	137.34	133.97	124.19
Quarries and sand pits	105.1	112.9	112.6	125.50	122.78	110.33
Services incidental to mining	162.4	161.8	139.3	152.19	146.71	142.40
MANUFACTURING	124.0	124.5	123.2	118.64	118.08	109.71
Durable goods	134.7	134.6	133.8	128.65	128.34	118.30
Non-durable goods	115.3	116.4	114.6	109.19	108.48	101.61
Food and beverages	110.1	113.5	110.3	103.66	101.77	95.72
Foods	109.6	113.3	109.7	99.98	98.58	92.47
Beverages	113.6	114.6	113.7	126.03	121.61	115.29
Tobacco processing and products	114.3	91.0	116.1	113.67	125.52	103.54
Rubber products	124.6	124.7	124.0	124.90	124.33	114.12
Leather products	101.2	100.5	99.1	78.29	76.73	73.67
Textile products	120.9	120.7	121.2	98.42	97.73	91.17
Knitting mills	118.9	118.5	109.8	75.22	74.63	70.57
Clothing	107.9	110.3	108.2	72.06	72.69	66.64
Wood products	112.1	111.5	103.7	108.55	107.28	100.49
Furniture and fixtures	131.8	132.1	129.6	98.34	97.99	90.71
Paper and allied industries	117.2	118.4	117.1	137.09	136.38	127.92
Printing, publishing and allied industries	114.8	114.5	115.1	122.77	123.12	114.36
Primary metal industries	126.8	126.3	123.2	140.23	142.05	130.60
Metal fabricating industries	133.3	133.8	132.9	123.78	123.21	114.94
Machinery, except electrical	139.3	139.3	147.0	132.84	132.09	123.04
Transportation equipment	154.0	153.8	156.0	147.30	146.47	130.75
Electrical products	146.9	146.4	145.8	120.47	119.42	111.70
Non-metallic mineral products	117.6	119.2	119.4	125.61	126.77	115.67
Petroleum and coal products	102.4	102.5	101.7	171.87	170.34	162.06
Chemicals and chemical products	118.3	118.9	118.8	133.19	132.92	123.94
Miscellaneous manufacturing industries	144.7	145.3	136.0	100.86	100.31	95.12
CONSTRUCTION	124.7	131.9	125.5	143.03	143.17	134.62
Building	133.7	139.1	131.7	141.52	140.40	133.28
Engineering	109.2	119.5	114.9	146.21	148.74	137.29
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	110.8	111.5	111.8	126.35	125.40	116.42
Transportation	107.5	108.3	108.5	125.52	123.74	114.75
Storage	113.5	113.0	117.6	114.41	111.81	103.22
Communication	117.3	117.7	118.8	120.78	121.09	111.98
TRADE	137.1	132.5	132.9	88.34	88.17	81.24
Wholesale trade	125.2	124.8	122.6	112.73	111.32	102.46
Retail trade	143.7	136.7	138.7	76.58	76.48	70.85
FINANCE, INSURANCE AND REAL ESTATE	133.0	132.2	128.7	109.50	108.34	99.73
Financial institutions	136.5	135.3	131.4	108.06	106.57	96.88
Insurance and real estate	128.4	128.1	125.0	111.57	110.85	103.74
SERVICE	159.7	162.8	153.0	81.52	80.07	77.09
Recreational services	141.7	149.1	129.4	73.63	70.46	67.21
Business services	178.6	180.0	167.6	125.17	123.32	119.16
Personal services	147.1	150.4	141.9	60.03	59.35	56.10
Miscellaneous services	187.5	189.8	185.3	86.90	85.59	85.22
INDUSTRIAL COMPOSITE	125.6	126.0	124.3	113.46	112.90	105.26

*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

ABLE C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Nov. 1968	Oct. 1968	Nov. 1967	Nov. 1968	Oct. 1968	Nov. 1967	Nov. 1968	Oct. 1968	Nov. 1967
				$	$	$	$	$	$
NING, INCLUDING MILLING	42.4	42.1	42.4	3.17	3.14	2.92	134.53	132.33	123.81
Metals	41.7	41.5	41.6	3.30	3.28	3.06	137.59	136.18	127.23
Mineral fuels	42.2	42.0	44.1	2.66	2.65	2.42	112.33	111.53	106.82
Non-metals, except fuels	43.8	43.2	43.3	2.94	2.95	2.76	129.11	127.45	119.44
Quarries and sand pits	48.1	48.7	48.7	2.56	2.46	2.30	122.95	119.84	107.46
Services incidental to mining	42.8	41.6	42.4	3.51	3.43	3.23	150.18	142.60	136.86
NUFACTURING	40.9	40.9	40.7	2.65	2.64	2.46	108.66	108.22	100.18
Durable goods	41.9	41.8	41.5	2.86	2.86	2.65	119.89	119.65	110.05
Non-durable goods	40.0	40.0	40.0	2.44	2.42	2.26	97.41	96.88	90.34
Food and beverages	39.3	39.4	39.3	2.37	2.32	2.17	93.04	91.45	85.46
Foods	39.1	39.3	39.1	2.29	2.25	2.11	89.75	88.62	82.58
Beverages	40.8	40.0	40.8	2.90	2.86	2.63	118.40	114.28	107.38
Tobacco processing and products	37.5	36.9	38.4	2.69	3.08	2.43	100.73	113.86	92.55
Rubber products	42.1	42.6	42.2	2.79	2.76	2.55	117.40	117.57	107.46
Leather products	39.8	39.1	40.2	1.80	1.79	1.68	71.84	70.00	67.76
Textile products	42.1	41.8	41.7	2.09	2.08	1.93	87.92	86.83	80.66
Miscellaneous textiles	40.4	40.6	40.2	2.19	2.18	2.03	88.32	88.48	81.74
Knitting mills	41.6	41.5	41.6	1.61	1.59	1.51	66.90	66.13	62.69
Clothing	36.8	37.4	36.9	1.77	1.77	1.62	65.19	66.17	59.89
Wood products	40.6	40.6	40.7	2.55	2.53	2.36	103.73	102.52	90.94
Furniture and fixtures	43.1	43.0	42.8	2.12	2.12	1.96	91.48	91.17	83.89
Paper and allied industries	41.4	41.4	41.2	3.11	3.09	2.91	128.79	127.93	119.75
Pulp and paper mills	41.5	41.4	41.2	3.42	3.39	3.19	141.70	140.24	131.49
Printing, publishing and allied industries	38.4	38.7	38.5	3.14	3.13	2.90	120.51	121.45	111.55
Primary metal industries	41.0	41.5	40.3	3.21	3.23	3.03	131.60	134.01	122.02
Iron and steel mills	40.0	41.2	39.2	3.33	3.39	3.15	133.45	139.79	123.66
Metal fabricating industries	41.7	41.4	41.3	2.81	2.81	2.60	117.00	116.37	107.63
Machinery, except electrical	41.6	41.4	41.1	2.95	2.94	2.77	122.66	121.83	113.74
Transportation equipment	43.3	43.1	42.5	3.22	3.21	2.90	139.56	138.49	123.19
Aircraft and parts	42.4	42.1	43.0	3.06	3.04	2.86	129.99	128.03	122.86
Motor vehicles	43.8	44.1	42.6	3.38	3.37	3.00	148.02	148.49	127.82
Assembling	45.5	45.7	43.7	3.65	3.63	3.17	165.82	165.81	138.44
Parts and accessories	42.5	42.8	41.8	3.20	3.19	2.89	136.03	136.58	120.76
Shipbuilding and repairing	41.4	39.6	41.2	3.12	3.07	2.79	129.16	121.57	115.00
Electrical products	41.0	40.7	40.8	2.55	2.54	2.39	104.61	103.29	97.70
Communications equipment	40.5	40.3	40.5	2.42	2.42	2.28	98.10	97.83	92.37
Non-metallic mineral products	43.3	44.0	43.1	2.75	2.75	2.55	119.28	121.06	110.00
Petroleum and coal products	42.8	42.3	43.3	3.69	3.67	3.49	157.67	155.38	151.07
Chemical and chemical products	41.0	41.1	40.8	2.86	2.84	2.65	116.97	117.00	108.27
Miscellaneous manufacturing industries	40.7	40.8	40.9	2.12	2.10	1.99	86.39	85.76	81.30
NSTRUCTION	40.9	41.6	41.6	3.44	3.39	3.19	140.66	141.00	132.93
Building	39.5	39.5	40.1	3.53	3.49	3.29	139.22	137.98	131.93
General contractors	39.3	39.2	39.9	3.40	3.36	3.14	133.85	131.77	125.47
Special trade contractors	39.6	39.8	40.3	3.62	3.59	3.41	143.32	142.79	137.42
Engineering	43.9	45.7	44.6	3.27	3.21	3.02	143.73	147.05	134.92
Highways, bridges and streets	43.7	46.3	44.3	2.70	2.71	2.51	117.87	125.72	110.95
Other engineering	44.1	45.2	45.0	3.78	3.71	3.53	167.03	167.58	158.80
ER INDUSTRIES									
Urban transit	41.8	42.3	41.1	3.30	3.29	3.05	137.74	139.14	125.27
Highway and bridge maintenance	38.8	39.0	38.5	2.43	2.42	2.29	94.30	94.36	88.31
Laundries, cleaners and pressers	37.6	37.9	38.9	1.55	1.55	1.43	58.42	58.76	55.66
Hotels, restaurants and taverns	33.0	32.8	33.4	1.55	1.53	1.43	51.08	50.14	47.94

t figures subject to revision.

CE: *Man Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
Average					
1963	40.8	1.95	79.51	106.8	103.7
1964	41.0	2.02	82.96	111.4	106.3
1965†	41.0	2.12	86.89	116.7	108.0
1966†	40.8	2.25	91.95	123.1	110.2
1967†	40.3	2.40	96.84	130.1	112.4
Last Pay Period in					
1967—November	40.7	2.46	100.18	134.6	114.5
December	38.7	2.50	96.78	130.0	110.1
1968—January	40.0	2.49	99.52	133.7	113.1
February	40.4	2.49	100.53	135.0	113.2
March	40.1	2.51	100.63	135.2	113.2
April	40.7	2.56	104.28	140.1	117.4
May	40.6	2.57	104.42	140.3	117.1
June	40.4	2.57	103.94	139.7	116.0
July	40.0	2.56	102.23	137.4	113.8
August	40.4	2.59	104.63	140.5	116.1
September	41.0	2.62	107.43	144.3	118.9
October*	40.9	2.64	108.22	145.4	119.2
November†	40.9	2.65	108.66	146.0	119.3

*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by th Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	November 1968	October 1968	November 1967	November 1968	October 1968	November 1967
				$	$	$
Newfoundland	37.1	39.8	38.7	2.24	2.18	2.15
Nova Scotia	39.6	38.9	39.5	2.07	2.08	1.96
New Brunswick	41.0	40.6	41.2	2.16	2.13	2.03
Quebec	41.8	41.7	41.6	2.38	2.36	2.21
Ontario	41.1	41.2	40.8	2.79	2.79	2.58
Manitoba	39.9	39.7	39.8	2.37	2.37	2.19
Saskatchewan	40.5	40.1	40.0	2.81	2.84	2.57
Alberta	39.3	39.5	39.3	2.70	2.70	2.51
British Columbia	38.1	37.9	37.8	3.31	3.27	3.13

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid und insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

E — Unemployment Insurance

Unemployment insurance statistics emanate from the erations of the Unemployment Insurance Act, and relate to rsons in contact with the Unemployment Insurance Com- ssion, either as contributors or claimants. The data are mpiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act* (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 307.

BLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act

End of	*Total*	*Employed*	*Claimants*
8—November	5,366,000	5,024,400	341,600
October	5,295,000	5,030,500	264,500
September	5,301,000	5,054,300	246,700
August	5,320,000	5,050,200	269,800
July	5,256,000	4,935,000	321,000
June*	5,262,000	4,970,900	291,100
May	4,727,000	4,405,600	321,400
April	4,859,000	4,284,000	575,000
March	4,894,000	4,237,100	656,900
February	4,864,000	4,204,500	659,500
January	4,881,000	4,247,700	633,300
—December	4,828,000	4,326,500	501,500
November	4,800,000	4,463,400	336,600

ective June 30, 1968, coverage was increased to include salaried workers ing up to $7,800 a year.

TABLE E-4—Benefit Payments, by Province, December 1968

Province	*Weeks Paid*	*Amount of Benefit Paid*
Newfoundland	60,094	1,761,694
Prince Edward Island	9,331	262,814
Nova Scotia	51,432	1,409,978
New Brunswick	51,574	1,482,995
Quebec	379,945	11,087,479
Ontario	298,462	8,575,181
Manitoba	37,479	1,080,088
Saskatchewan	27,023	791,670
Alberta	42,202	1,249,165
British Columbia	102,612	3,099,155
Total, Canada, December 1968	1,060,154	30,800,219
Total, Canada, November 1968	744,644	20,622,847
Total, Canada, December 1967	1,018,912	26,580,682

BLE E-3—Initial and Renewal Claims for Benefit, by Province, December 1968

Province	*Claims Filed at Local Offices*			*Disposal of Claims and Claims Pending at the End of the Month*			
	Total	*Initial*	*Renewal*	*Total Disposal of*	*Entitled to Benefit*	*Not Entitled to Benefit*	*Pending*
oundland	18,285	15,686	2,599	16,766	14,147	2,619	5,040
e Edward Island	3,630	3,204	426	3,572	3,292	280	802
Scotia	15,076	12,048	3,028	13,638	11,572	2,066	4,165
Brunswick	15,621	13,118	2,503	14,901	12,811	2,090	4,076
ec	86,633	63,401	23,232	73,604	59,597	14,007	33,919
io	73,325	56,212	17,113	59,277	47,651	11,626	27,475
toba	10,028	7,974	2,054	9,431	7,903	1,528	2,280
tchewan	9,812	7,613	2,199	8,984	7,346	1,638	3,051
ta	10,738	8,152	2,586	9,831	7,762	2,069	2,967
h Columbia	33,208	25,691	7,517	29,211	23,618	5,593	10,008
otal, Canada, December 1968	276,356*	213,099	63,257	239,215†	195,699	43,516	93,783
otal, Canada, November 1968	170,844	124,686	46,158	149,206	105,455	43,751	56,642
otal, Canada, December 1967	270,577	204,364	66,213	254,954	204,765	50,189	94,912

ldition, revised claims received numbered 39,621.

ldition, 37,449 revised claims were disposed of. Of these, 2,542 were special requests not granted and 1,096 were appeals by claimants. There were evised claims pending at the end of the month.

TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at December 31, 196

Province and Sex	Total Claimants	Number of Weeks on Claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	Nov. 29 1968	Dec. 29 1967
CANADA	497,873	292,287	116,003	53,903	35,680	341,604	501,523
Male	352,538	226,787	79,451	27,869	18,431	221,439	359,288
Female	145,335	65,500	36,552	26,034	17,249	120,165	142,235
NEWFOUNDLAND	29,607	21,118	5,867	1,724	898	14,370	26,590
Male	26,732	19,839	5,161	1,111	621	11,889	24,084
Female	2,875	1,279	706	613	277	2,481	2,506
PRINCE EDWARD ISLAND	5,341	4,224	723	292	102	2,265	5,036
Male	4,165	3,407	528	159	71	1,567	3,881
Female	1,176	817	195	133	31	698	1,155
NOVA SCOTIA	26,243	16,832	5,239	2,447	1,725	15,103	23,438
Male	20,618	14,066	3,886	1,436	1,230	10,897	18,500
Female	5,625	2,766	1,353	1,011	495	4,206	4,938
NEW BRUNSWICK	26,662	16,871	6,241	2,192	1,358	14,503	25,243
Male	20,341	13,898	4,164	1,401	878	9,811	19,558
Female	6,321	2,973	2,077	791	480	4,692	5,685
QUEBEC	159,762	96,488	36,115	16,511	10,648	116,902	160,514
Male	116,707	75,577	26,425	9,152	5,553	81,302	117,094
Female	43,055	20,911	9,690	7,359	5,095	35,600	43,420
ONTARIO	132,084	68,198	31,785	18,826	13,275	97,779	141,491
Male	79,249	45,541	19,077	8,452	6,179	53,196	85,974
Female	52,835	22,657	12,708	10,374	7,096	44,583	55,517
MANITOBA	19,215	11,203	4,810	1,851	1,351	12,674	20,493
Male	13,915	9,096	3,324	877	618	7,902	15,714
Female	5,300	2,107	1,486	974	733	4,772	4,779
SASKATCHEWAN	17,081	10,906	3,965	1,449	761	9,469	14,557
Male	13,216	9,212	2,948	733	323	6,605	11,643
Female	3,865	1,694	1,017	716	438	2,864	2,914
ALBERTA	19,867	11,417	4,786	2,291	1,373	15,022	20,300
Male	14,201	9,469	3,241	907	584	9,553	15,377
Female	5,666	1,948	1,545	1,384	789	5,469	4,923
BRITISH COLUMBIA	62,011	35,030	16,472	6,320	4,189	43,517	63,861
Male	43,394	26,682	10,697	3,641	2,374	28,717	47,463
Female	18,617	8,348	5,775	2,679	1,815	14,800	16,398

*The bulk of the cases in this group were on claim from 27-39 weeks.
NOTE: Values less than 50 subject to relatively large sampling variability.

F — Prices

LE F-1—Total and Main Components of the Consumer Price Index

	Total	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recreation and Reading*	*Tobacco and Alcohol*
				(1961 = 100)				
–Year	104.8	106.8	103.9	106.0	101.0	108.9	103.9	103.4
–Year	107.4	109.6	105.8	107.9	104.8	113.0	105.6	105.1
–Year	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.6
–Year	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
–Year	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.4
–February	118.2	120.8	116.7	119.1	113.2	125.1	117.6	117.3
March	118.6	119.9	117.1	120.5	114.0	125.1	118.1	119.0
April	119.3	120.8	117.6	121.2	114.4	126.9	117.8	121.2
May	119.3	120.1	117.9	120.7	114.5	127.4	119.2	121.3
June	119.7	120.5	118.3	121.2	115.1	127.4	119.2	121.3
July	120.4	122.5	118.8	121.0	115.1	128.0	119.6	121.3
August	120.7	123.9	118.9	120.6	115.1	128.2	119.9	121.3
September	121.1	123.4	119.8	121.2	115.4	128.5	121.0	121.3
October	121.4	122.9	120.3	122.8	114.9	129.0	121.4	121.3
November	121.9	123.4	120.9	123.4	115.7	129.4	123.3	121.3
December	122.3	124.5	121.0	123.4	115.7	129.4	123.3	121.3
–January	122.6	125.1	121.9	121.5	116.3	129.5	124.2	121.3
February	122.6	123.9	122.3	121.8	117.3	129.6	124.7	121.9
				(1949 = 100)				
February	158.4*							

an interim period the all-items index only will be published on both the 1961 and the 1949 base.
: 1957 weighted. Calculated by the Prices Division, DBS.

LE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of February 1969

	All Items									
	Feb. 1969	*Jan. 1969*	*Feb. 1968*	*Food*	*Housing*	*Clothing*	*Trans por-tation*	*Health and Personal Care*	*Recrea-tion and Reading*	*Tobacco and Alcohol*
						(1961 — 100)				
hn's, Nfld.	117.8	117.2	113.2	117.6	113.0	121.5	110.8	128.2	108.7	142.4
ıx	115.5	115.8	112.7	122.1	109.8	118.4	106.6	131.1	121.0	113.1
John	116.3	116.6	113.6	121.0	110.1	122.8	113.7	125.4	122.7	113.1
real	120.4	120.1	116.9	125.5	112.3	118.7	116.5	125.0	136.6	127.7
a	120.1	120.3	116.7	124.7	112.2	122.4	117.3	132.2	126.3	124.8
to	121.2	121.3	117.2	121.2	116.6	125.2	124.0	129.2	120.8	123.6
peg	120.4	120.4	116.7	122.4	111.2	127.8	118.6	136.8	123.6	128.1
toon-Regina	117.7	117.8	114.0	122.9	111.7	122.3	111.6	123.8	121.9	120.8
nton-Calgary	119.2	119.1	115.0	122.4	113.5	123.5	116.6	131.8	124.5	114.3
uver	117.3	116.8	114.0	121.9	111.6	121.5	116.5	126.1	117.0	112.3

Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between

G — Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-d The number of workers involved includes all workers repo on strike or locked out, whether or not they all belonged t union directly involved in the disputes leading to the w stoppages. Workers indirectly affected, such as those laid as a result of a work stoppage, are not included.

TABLE G-1—Strikes and Lockouts, 1963-69

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per cent Estimat Working
1963	318	332	83,428	917,410	0.07
1964	327	343	100,535	1,580,550	0.11
1965	478	501	171,870	2,349,870	0.17
1966	582	617	411,459	5,178,170	0.34
1967	498	522	252,018	3,974,760	0.25
*1968—February	42	76	49,069	590,840	0.46
March	37	83	41,296	682,180	0.53
April	42	86	41,751	324,790	0.25
May	64	116	30,993	410,710	0.30
June	75	152	46,215	544,310	0.42
July	36	137	62,069	867,810	0.59
August	57	146	59,956	635,340	0.43
September	42	124	30,065	346,140	0.27
October	26	91	20,047	313,990	0.22
November	19	70	14,563	221,540	0.16
December	17	58	13,196	104,980	0.08
*1969—January	33	64	10,048	125,680	0.09
February	26	62	15,467	137,070	0.11

*Preliminary.

TABLE G-2—Strikes and Lockouts, February 1969 by Industry (Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	—	—	—
Mines	2	187	2,980
Manufacturing	34	5,578	68,100
Construction	11	1,158	10,530
Transportation and utilities	6	5,504	34,490
Trade	4	274	5,480
Finance	—	—	—
Service	3	2,685	14,740
Public administration	2	81	750
ALL INDUSTRIES	62	15,467	137,070

TABLE G-3—Strikes and Lockouts, February 1969 by Jurisdiction (Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-
Newfoundland	—	—	
Prince Edward Island	—	—	
Nova Scotia	2	180	2
New Brunswick	3	410	2
Quebec	8	3,021	20
Ontario	36	11,112	102
Manitoba	1	36	
Saskatchewan	1	143	
Alberta	2	122	2
British Columbia	7	309	4
Federal	2	134	
ALL JURISDICTIONS	62	15,467	137

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers February 1969 (Preliminary)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *February*	*Duration in Man-Days* — *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Result*
MANUFACTURING						
Food and Beverages						
Nova Scotia Co-operative Abattoir Ltd., Halifax, N.S.	Teamsters Loc. 927 (Ind.)	100	2,000	4,400	Dec. 30 —	Wages, working conditions—
Nestle (Canada) Ltd., Chesterville, Ont.	Retail, Wholesale Employees Loc. 488 (AFL-CIO/CLC)	199	1,000	1,000	Feb. 22 —	Wages—
Gerber Products of Canada Ltd., Niagara Falls, Ont.	District 50 (U.M.W.A.) Loc. 14059 (Ind.)	140	700	700	Feb. 24 —	Wages, vacations—
H. J. Heinz of Canada Ltd., Leamington, Ont.	Packinghouse Workers Loc. 459 (AFL-CIO/CLC)	900	3,600	3,600	Feb. 25 —	Disciplinary suspension of one worker—
Quakers Oats Co. of Canada, Ltd., Saskatoon, Sask.	Packinghouse Workers Loc. 418 (AFL-CIO/CLC)	143	570	570	Feb. 25 —	Wages, shift premiums, vacations—
Rubber						
Mansfield Denman General, Barrie, Ont.	Rubber Workers Loc. 536 (AFL-CIO/CLC)	330	1,650	31,680	Sep. 23 Feb. 10	Wages, piece work procedures— Return of workers following settlement of both issues.
Chicago Rawhide, Brantford, Ont.	Auto Workers Loc. 397 (CLC)	129	2,580	9,940	Nov. 9 —	Wages, hours—
Wood						
Crestbrook Forest Industries Limited, Fort MacLeod, Alta.	Woodworkers Loc. 1-206 (AFL-CIO/CLC)	105	2,100	5,460	Dec. 17 —	Wages, fringe benefits, holidays —
Paper						
Crestbrook Pulp and Paper Ltd., Skookumchuck, B.C.	Pulp and Paper Workers (Ind.)	160	2,510	4,810	Jan. 18 Feb. 23	Wages, other benefits—Wage increase, $400. pay bonus.
Lily Cups Limited, Scarborough, Ont.	Printing Pressmen Loc. 466 (AFL-CIO/CLC)	300	150	150	Feb. 28 —	Failure to reach agreement—
Primary Metals						
Anthes Eastern Ltd., St. Catherines, Ont.	Auto Workers Loc. 199 (CLC)	285	2,990	2,990	Feb. 14 —	Wages—
Plasticast Limited, Windsor, Ont.	Machinists Loc. 2270 (AFL-CIO/CLC)	245	1,470	1,470	Feb. 21 —	Wages—
Metal Fabricating						
Nicholson File Co. of Canada Ltd., Port Hope, Ont.	Steelworkers Loc. 6497 (AFL-CIO/CLC)	237	4,740	7,580	Jan. 16 —	Wages, contract language—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers February 1969 (Preliminary) (Continued)

Industry, Employer — Location	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date — Termination Date*	*Major Issues — Result*
			February	*Accumulated*		
Anthes Steel Products Limited, Cooksville, Ont.	Steelworkers Loc. 4515 (AFL-CIO/CLC)	230	4,600	4,600	Feb. 3 —	Wages—
Machinery						
Dorr-Oliver-Long Ltd., Orillia, Ont.	Steelworkers Loc. 4697 (AFL-CIO/CLC)	340	6,800	10,540	Jan. 17 —	Wages, hours, statutory holi revision of the classification system—
Electrical Products						
Proctor-Silex Ltd., Picton, Ont.	I.U.E. Loc. 585 (AFL-CIO/CLC)	103	2,060	16,280	July 17 —	Wages, hours—
Robbins and Myers, Brantford, Ont.	Auto Workers Loc. 397 (CLC)	188	1,880	12,600	Nov. 11 Feb. 17	Wages, hours—Wage increase paid statutory holidays, impr health and welfare clause, benefits.
Chemical Products						
Cyanamid of Canada Ltd., Niagara Falls, Ont.	Chemical Workers Loc. 165 (AFL-CIO/CLC)	500	10,000	20,000	Jan. 6 —	Wages—
Miscellaneous Manufacturing						
North American Plastics Ltd., Wallaceburg, Ont.	Auto Workers Loc. 251 (CLC)	295	5,900	58,520	May 17 —	Wages, union security, griev procedure—
CONSTRUCTION						
Several plumbing contractors, Various locations, Northwestern Ontario.	Plumbers Loc. 508 (AFL-CIO/CLC)	200	4,000	32,400	July 15 —	Wages, other benefits—
Modern Paving, St. Lambert de Lévis, Que.	Building and Woodworkers' Federation (CNTU)	110	2,200	17,160	July 19 —	Security of employment—
Delta Electric, Dalhousie, N.B.	I.B.E.W. Loc. 1150 (AFL-CIO/CLC)	270	810	810	Feb. 5 Feb. 10	Use of non-union electricia sub-contractor—Return of w when sub-contractor agreed hire pending signing of agree
Foundation Co. of Canada Ltd., Copper Cliff, Ont.	Labourers Loc. 493 (AFL-CIO/CLC)	100	650	650	Feb. 20 —	Dismissal of 21 workers—
Lakehead Sheet Metal Contractors Association, Various locations— Fort William and Port Arthur, Ont.	Sheet Metal Workers Loc. 397 (AFL-CIO/CLC)	225	230	230	Feb. 28 —	Wages, fringe benefits—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers February 1969 (Preliminary) (Concluded)

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days: February	Duration in Man-Days: Accumulated	Starting Date — Termination Date	Major Issues — Result
TRANSPORTATION AND UTILITIES						
Transportation						
*Lakehead Freightways Ltd., Port Arthur, Sault Ste. Marie, Ont. and Winnipeg, Man.	Teamsters Various locals (Ind.)	100	800	800	Feb. 19 —	Hours of work, safety conditions—
Power, Gas and Water						
Ontario Hydro, Province-wide, Ontario.	Public Employees Loc. 1,000 (CLC)	5,300	33,080	33,080	Feb. 3 —	Wages, other benefits—
TRADE						
Metro Toronto News Ltd., Scarborough, Ont.	Teamsters Loc. 419 (Ind.)	160	3,200	5,280	Jan. 15 —	Disagreement over new contract—
SERVICE						
Education						
Government of Quebec, Province-wide, Quebec.	La Corporation des Enseignants du Québec	2,680	14,640	14,640	Feb. 3 Feb. 20	Teacher classification, remote area premiums, job security, working conditions—Return of teachers when mediator appointed.

*Federal jurisdiction.

Technical Notes to "E" Tables

Under the Unemployment Insurance Act, contact etween the claimant and the Unemployment Insurance ommission is achieved by means of a network of local ffices. Tables E-2 to E-4 relate to local office operations, ough Table E-3 includes data on regional office pro- ssing.

Upon separation from employment, a person wishing file a claim for benefit applies either in person or by ail to the nearest local office of the Commission The aim will be either an "initial" or a "renewal" depending on whether or not it is necessary to compute benefit ghts. On an initial claim, the claimant's benefit entitle- ent is calculated, and this will be available for com- ensation of spells of proved unemployment during a eriod of one year,* unless used up prior to that time. hen a claimant misses two successive scheduled re- rting dates and subsequently files a claim, a renewal aim will serve to re-activate the claim, provided that ere is still benefit available.

The total of initial and renewal claims (Table E-3) thus proximates the number of recorded separations from nployment during a month. However, to the extent at an initial claim is taken from a person who has just hausted benefit and seeks re-establishment of credits, e total would constitute an overstatement of the new cases of recorded unemployment. Claims in the category "entitled to benefit" include initial claims on which the contribution requirements were fulfilled and no disqualification was imposed, and renewal claims allowed, with no disqualification. Claims "not entitled to benefit" consist of failures on initial claims due to insufficient contributions, and in addition, disqualifications imposed on either initial or renewal claims. Claims not completely processed at the end of the month are shown as "pending."

Claimants are required to report every two weeks by mail to the local office. Information on the number of claimants currently reporting to local offices is obtained by a count of individual unemployment registers in the currently active file at the month-end (Table E-2). Once a claim is taken, the document on which the record of activity is maintained (the unemployment register) is placed in the active file, and it becomes dormant only after the scheduled reporting pattern has been broken twice in succession or the claimant finds work. The count of weeks on claim represents the number of weeks of proved unemployment since the most recent separation from employment. When a new unemployment register is prepared, because the previous claim has terminated and a new entitlement has been computed, the number of weeks is calculated from the date of actual separation from employment. Information on the number of weeks on claim is based on examination of a 20-per-cent sample of unemployment registers.

Payment data are provided by Treasury Offices of the Unemployment Insurance Commission and relate to transactions during a month. In some cases, the compensated unemployment would have occurred in a prior month. Data cover partial as well as complete weeks.

Estimates of the insured population (Table E-1) are based on an estimate of persons either working in insured employment or on claim at June 1 each year. Monthly estimates of insured employment are projected from the June 1 figure, using employment indexes, for individual industry divisions as published in *Employment and Average Weekly Wages and Salaries* (Employment Section, Labour Division, DBS) (DBS Cat. No. 72-002). The number of claimants recorded at the month-end, as described above, is added to provide the total estimate.

* *Under the Training Allowances Act—1966 the benefit period of an insured person may be extended if he (or she) is in receipt of a training allowance. The benefit period is extended by the amount of time the person is undergoing training, but in no event can the benefit period extend beyond 156 weeks.*

H — Employment Fatalities

TABLE H—Employment Fatalities in Canada During Fourth Quarter of 1968

	Agriculture	*Forestry*	*(1) Fishing*	*(2) Mining*	*Manufacturing*	*Construction*	*(3) Transportation*	*Trade*	*(4) Finance*	*(5) Service*	*(6) Public Administration*	*Total*	*P Ce a To*
By Industry* and Age Group													
14-19	1	1	—	—	1	1	3	—	—	1	—	8	
20-24	1	4	2	—	4	2	5	—	—	1	2	21	1
25-44	5	11	4	4	8	15	13	4	—	3	6	73	4
45-64	1	4	—	14	13	11	14	4	—	—	3	64	3
65 and over	—	—	—	3	1	3	1	1	—	2	—	11	
TOTAL	8	20	6	21	27	32	36	9	—	7	11	177**	10
By Industry and Occupation†													
Farmers (a)	8	—	—	—	—	—	—	—	—	—	—	8	
Loggers (b)	—	14	—	—	1	1	—	—	—	—	—	16	
Fishermen (c)	—	—	6	—	—	—	—	—	—	—	—	6	
Miners (d)	—	—	—	18	—	—	—	—	—	—	—	18	1
Craftsmen (e)	—	4	—	3	16	21	12	5	—	2	2	65	3
Labourers (f)	—	—	—	—	4	8	2	—	—	—	—	14	
Transport (g)	—	2	—	—	2	1	19	2	—	—	3	29	1
Managerial	—	—	—	—	—	1	1	1	—	—	—	3	
Professional (h)	—	—	—	—	1	—	—	—	—	1	—	2	
Clerical	—	—	—	—	—	—	—	—	—	—	—	—	
Sales	—	—	—	—	3	—	—	1	—	—	—	4	
Service (i)	—	—	—	—	—	—	2	—	—	4	6	12	
TOTAL	8	20	6	21	27	32	36	9	—	7	11	177**	10
By Industry and Type of Accident‡													
Struck by objects (j)	1	9	—	11	9	12	9	2	—	—	1	54	3
Falls and slips (k)	2	1	6	3	4	4	7	—	—	1	2	30	1
Collisions, derailments (l)	1	6	—	—	6	3	13	3	—	2	2	36	2
Caught in, on, between (m)	4	4	—	3	4	6	2	1	—	1	1	26	1
Inhalations (n)	—	—	—	1	2	1	—	1	—	—	—	5	
Conflagrations (o)	—	—	—	2	1	3	3	1	—	—	1	11	
Electric current (p)	—	—	—	—	—	2	1	—	—	1	—	4	
Over-exertion (q)	—	—	—	—	1	—	—	—	—	—	1	2	
Striking against (r)	—	—	—	—	—	1	—	—	—	—	—	1	
Miscellaneous (s)	—	—	—	1	—	—	1	1	—	2	3	8	
TOTAL	8	20	6	21	27	32	36	9	—	7	11	177**	1
PER CENT OF TOTAL	4.5	11.3	3.4	11.9	15.3	18.1	20.3	5.1	—	3.9	6.2	100.0	

*Includes: (1) Trapping and hunting. (2) Quarrying and oil wells. (3) Storage, communication, electric power, gas and other utilities. (4) Insura real estate. (5) Community, business and personal service. (6) Defence.

†Includes: (a) Farm workers. (b) Related workers. (c) Trappers and hunters. (d) Quarrymen and related workers. (e) Production process and workers. (f) Unskilled workers (not agricultural, logging, fishing or mining). (g) Communication workers. (h) Technical occupation work Recreation workers.

‡Includes: (j) Tools, vehicles, etc. (k) On same level and to different levels. (l) Wrecks, etc. (m) Machinery, vehicles, etc. (n) Contact, absor ingestions and industrial diseases. (o) Temperature extremes and explosions. (p) Lightning. (q) Strains, hernia, etc. (r) Stepping on objects. (s) Vi bites, stings, etc.

**Of these totals, 146 fatalities were reported by various provincial Workmen's Compensation Boards; details of the remaining 31 were ob from other sources.

Canada Department of Labour Publications

(Continued from inside front cover)

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